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State of Tennessee
Governor's Committee on Employment
of the Handicapped

Annual Report
1968

Herman Robinson
Chairman

W. Quency Scruggs
Exec. Serty.

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ANNUAL REPORT

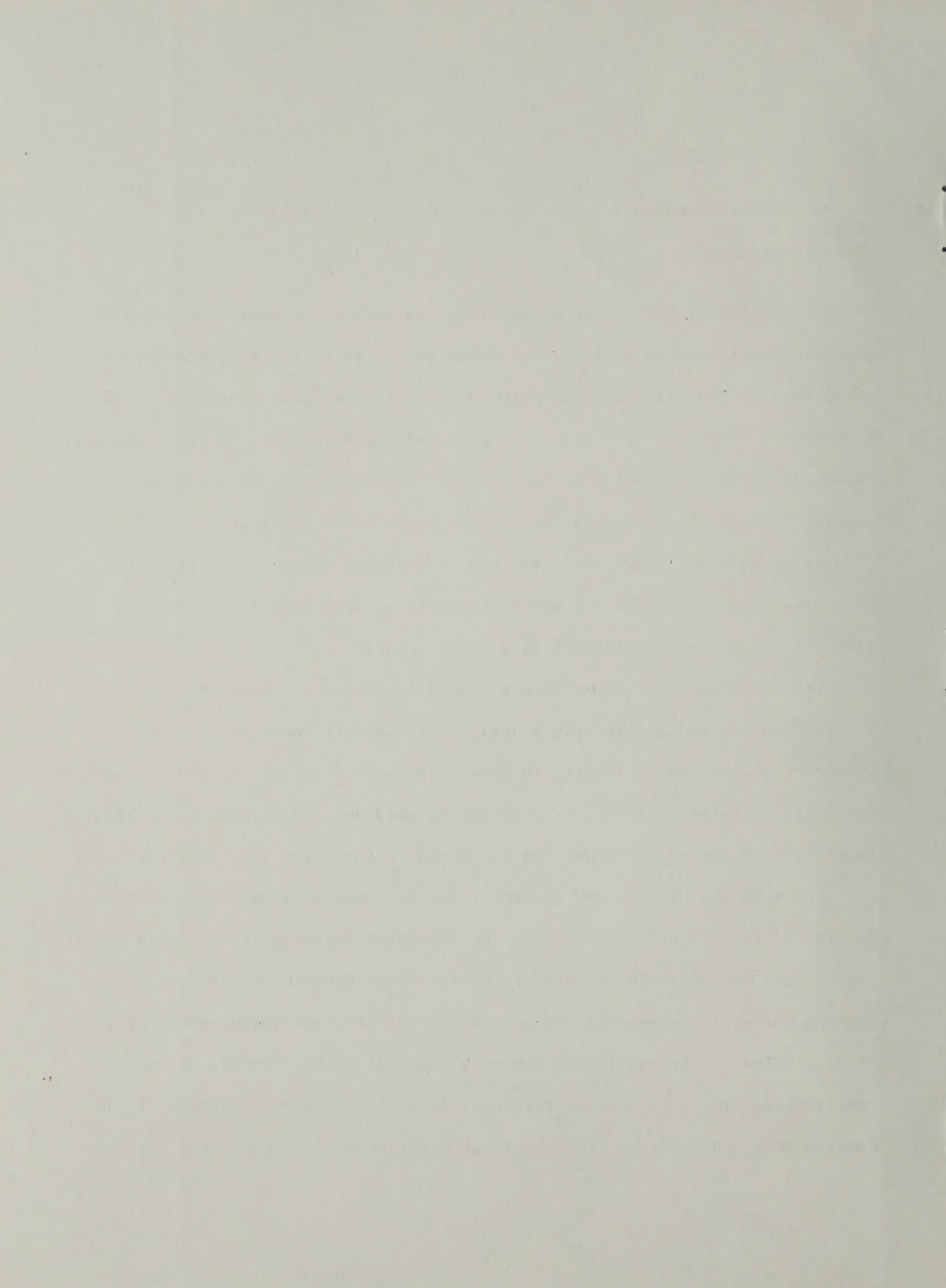
HERMAN ROBINSON, CHAIRMAN
GOVERNOR'S COMMITTEE
DECEMBER 31, 1968

First, I want to preface my report by expressing my appreciation to the Advisory Committee for making it possible for me to attend the International Conference on Rehabilitation in Hong Kong and the Seminar on Rehabilitation in Hawaii. I learned many things at the conferences. One in particular, that Tennessee is on the right track . . . at least the news media and wire service thought so, because we got exceptionally wide coverage.

In my talk to 1,100 delegates from 30 Asiatic Nations, I outlined the Tennessee program and how you and those involved with rehabilitation deal with the Handicapped Individual as a human being.

The great American dream is not beyond the reach of anyone in Tennessee who steadfastly and unflinchingly sets out to make it come true. Sometimes we wonder whether participating in these meetings justifies the cost and effort. But often it takes this type of exposure to convince our people on the local level that we are on the right track. Again, I thank you for the opportunity.

Under an Executive Order issued by the Governor of Tennessee, Under Section 4, I am required along with the Executive Secretary to submit a report which: (1) Outlines the performance of the Committee and all paid staff members during the preceding twelve months; (2) Outlines the proposed program of activities for the next twelve months; and (3) Make recommendations for coordinated efforts by the several departments to promote employment of the handicapped. In addition, reports of specific needs for increasing services



to handicapped citizens and to their potential employers are to be prepared. A copy of each of these reports shall be furnished the Governor.

The Executive Secretary will give you a report on our three Field Representatives in each grand division of the state, and also the state office personnel, because all of these have been under his direct supervision.

During the past year, we attempted to name a Governor's Committee member in each of the 95 counties. We were not 100% successful, but I am amazed at the success of our Field Representatives in finding volunteers who would serve on the Governor's Committee. All of these Committee Members are dedicated and motivated people.

Members selected are known to have a big mind and a big heart . . . and have demonstrated a living, vibrant concern for humanity. We do not necessarily choose the political leaders. We do not look for the person who is the affluent or glamorous. We do not choose on the basis of the "big name." So in order to find a prospect for the Governor's Committee, the Field Representatives confer with the various agencies in each county . . . welfare, vocational rehabilitation, employment security, veterans affairs, etc.

This creates a cooperative feeling among all those involved with the training and placing of the handicapped in jobs. These names are submitted to the Governor for his approval and appointment. I must stop here and point out that the Governor has not one time rejected a recommendation. As you know, the Governor's Committee members are appointed for the calendar year.

Handicapped Citizen of the Year - This past year we attempted to have each County Committee select a Handicapped Citizen from their respective county. We were successful in more than three fourths of the counties. This gave us an opportunity to conduct a program in more than three fourths of the

counties of the state to commemorate "Employment of the Handicapped Week" during October. From the county winners, a State Winner was selected.

In most counties, the Governor's Committee member received recommendations from the agencies dealing with the handicapped before a committee of local citizens, including a representative from the agency making the recommendation, selected the winner.

As in a beauty contest, it is difficult to choose one individual over many others when all have such obvious splendid attainments. But the judges had to make a decision, and the individual selected is symbolic of all handicapped people who are showing how well they can succeed when given the opportunity.

"Ability Counts" Essay Contest - The essay contest in the various high schools had a very good response . . . but not good enough. The Tennessee winner came out 10th in the National Contest among winners from all 50 states. The Essay Contest among High School students serves a significant purpose in acquainting the young people with the problems of everyday living in our communities. As they prepare their essays, they seek out people in their respective community who have overcome almost superable odds, both physically and mentally, to become useful citizens.

After these essays are judged, we deliver them to Universities across the State for use by students studying counseling of the handicapped. So, the High School students are not just participating in a contest, but are making a contribution to help the handicapped people.

The responsibility of the Governor's Committee is to develop employment opportunities for the handicapped. It carries on a continuing year-round program to promote the employment of physically, mentally, emotionally and otherwise handicapped citizens of the State, by creating State-wide interest

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handicapped people who are showing how well they can succeed when given the

opportunity.

"Apply County Contest Winners" - The winners of the various high

schools had a very good record. The Tennessee

winner came out from the National Contest with a record of 100%.

The State Contest shows high school students across a significant purpose

in acquainting the young people with the problems of everyday living in our

community. As they prepare their essays, they show our people in their

respective community who have overcome almost insurmountable odds, both physically

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effort to promote the employment of physically, mentally, emotionally and

of handicapped students in the field of learning and living.

in the rehabilitation and employment of the handicapped, and by obtaining and maintaining cooperation with all public and private groups and individuals in this field.

Now, our communication has not been the most desirable in some areas. We have not given enough exposure to the Citizen of the Year or The Employer of the Year. After we spend considerable time and effort to make an award or give a citation to these people, then we put them on the "shelf." We need to use them more in our program.

Well, with every problem there is always an opportunity. Therefore, I suggest for 1969, the Motto will be "Anybody can do Something."

Committee members - A member will be selected or renamed in each of the Counties immediately. The Governor will write them a letter, notifying them of their appointment. At the same time, the State Office will prepare and send a news release to the local media on the Governor's appointment.

"Ability Counts" Contest - The essay contest should be continued with a close relation between the teachers, committee member and Field Representative in each of the Counties. We make a special effort to see that the Universities get the papers. As the college students prepare themselves, they realize that helping people is an individual effort.

The Citizen of the Year & Employer of the Year Awards will be continued on the State-wide basis. In addition, a County Citizen of the Year will be named in all 95 Counties. Programs will be developed at least once a month in all counties using these people. The Counselors and workers in the field of rehabilitation, as well as job placement, will be given an opportunity to put on the program in the counties. By using people on the program who are being rehabilitated or who is now employed, the public can see the individual and realize we are talking about a human being.

Heads of industry and personnel directors should be made aware of the programs and efforts made in rehabilitation. Also, the house publications of the various industries should be encouraged to publish success stories of handicapped people working for their particular companies. This should be done by the State Office, but keep the local Committee member and Counselors informed. The Tennessee Industrial Commission has the names of all Industries and their officials.

We need to encourage Industry to reclassify their job requirements. Our handicapped people who have been trained can perform in semi-skilled jobs much better than some highly skilled individuals. Heretofore, an Industry maybe would employ an individual who would have to advance four steps in order to go into supervision.

When the individual is employed in the lower skill, he must have the ability to perform in the number one position. Perhaps, it would be a number of years before he could reach the position he was qualified to fill. Now, if we could persuade Industry to use the people trained in semi-skilled jobs in the first two classifications and the skilled individual in the positions for which they were trained, then we would have a good balance.

On the County level, the Counselor, with the help of the local Committee member should be able to find out from industry or employment security the type of employee that will be needed. At the same time, employment security should be informed of the handicapped being trained and their readiness to go to work. The names should be given to the Governor's Committee Member.

Perhaps it would help us all to have better communication. We need one individual in the State Office to continuously prepare and send out releases to the various news media.

Placement of the Handicapped is no mystery. Flying across the country in a plane, I was invited to visit the Captain in the cockpit. The complexity of an instrument board always appalls me and I asked, "How in the world can you know what to do with that many dials and buttons and what have you?"

"Well," he said, in an amused way, "you have to know if you're going to fly the plane." The weather was hazy that day, visibility poor. I remarked, "It beats me how you ever manage to come down out of this immense sky and land on an airstrip when you can't even see it. You must have an awful lot of confidence in those instruments."

"There are three things you have to have confidence in," replied the pilot. "One is the instrument panel; you have to trust it. Second, the man in the control tower; you must trust him absolutely, and then you must also trust the Man Upstairs. If you can't trust these, you had better stop flying."

"So then," I commented, "It boils down to Faith, doesn't it?" Whereupon this big fellow, with earphones on, scrunched around in the pilot's seat, turned his head and gave me a big smile. "Everything in life," he said, "boils down to faith." He added, "Faith will take you through anything."

The past year has been one of faith, hope and progress. The greater the progress, the keener our awareness that our task is never done. This is not just the story of the handicapped; it is the story of the entire civilization of man.

Recently, I saw a book with the captivating title: "Anyone Can Do Anything." And the writer explained that with motivation, any person can reach any goal he sets for himself.

Now you may challenge this concept.

Alright, Let's tone it down and make it workable.

During 1969, let's set our goal "Anybody Can Do Something."

ANNUAL REPORT

W. QUENCY SCRUGGS
EXECUTIVE SECRETARY
GOVERNOR'S COMMITTEE
DECEMBER 31, 1968

The goals which the Governor's Committee pursue are in one sense idealistic --- and that is as it should be. A vision of society in which each individual has an opportunity to fulfill his innate talents, a society where ability counts, is a worthy vision. It is especially worthy if tempered with sober understanding that our society faces numerous problems in sustaining orderly and systematic progress toward this ideal, and if we are going to be realistic about our problems, we must also be realistic about our ideals. That is, we must understand very well what it is we ask of ourselves and our fellow human beings.

It was Goethe who said, "If you treat an individual as he is, he will stay as he is. But if you treat him as if he were what he ought to be and could be, he will become what he ought to be and could be."

I would say that if the purpose of the Governor's Committee on Employment of the Handicapped is to help handicapped individuals become what they ought to be and can be, then it can be fairly said that few groups have had more humanitarian and worthwhile goals.

As a matter of fact, it does not seem to me to be important whether all of our goals can be reached. What matters is whether we pursue them, tolerant of errors we may make, but with tenacity.

Every employer in the State of Tennessee must know and accept the fact that a handicapped person with the proper attitude and motivation, placed in a position that he is qualified to handle, will turn out to be one of our finest employees with regard to job performance, attendance and safety. It is to this task that the Tennessee Governor's Committee on Employment of the Handicapped is dedicated.

We, of the Governor's Committee, represent a segment of our society that have but little chance to succeed alone. It is our purpose to create a climate in which doors will be opened in the labor market to handicapped citizens in the State of Tennessee. In rehabilitation, it's the subsequent step that counts. Without employment for our clients our job of rehabilitation remains incomplete.

1968 was a record year for the employment of the handicapped. The fine people in Government, business, industry and labor who have pioneered in the proper rehabilitation and employment of qualified handicapped men and women have had their reward in the devoted services and faithful labors of the men and women they hired.

An all-time high of 4,362 handicapped people were returned to employment during fiscal year 1967-68 by the Tennessee Division of Vocational Rehabilitation.

Those rehabilitated had an annual wage of \$1,502,595 before rehabilitation as compared to \$9,822,956 after rehabilitation. It is estimated that the group will pay back to the Government in taxes ten times the cost of their rehabilitation.

I think everyone will agree with me that rehabilitation doesn't cost; it pays. Included in the total number placed into employment were 451 welfare recipients. Their rehabilitation alone will reduce public

assistance payments \$152,112 annually. Any program is a sound financial investment which makes taxpayers out of tax consumers. Employment Security Offices placed 3,690 handicapped workers on jobs during the past year 1967-68.

The Services for the Blind closed 364 cases during the past year 1967-68, and that is a good record in any man's book.

The Governor's Committee on Employment of the Handicapped takes pride in having a small part in opening doors in the labor market to the qualified handicapped citizens in our great State.

The handicapped are everywhere - on farms, in hamlets, and in cities. It is quite likely that they are among the friends or neighbors we meet every day, though we may not recognize them in that category, because sometimes their disabilities can be seen and sometimes they cannot. The truth is that one out of every seven or eight of us is limited by disability to some extent.

In spite of this, the handicapped person born in this century has more in his favor than any disabled individual ever had before. Profound changes in the kinds of jobs available, and changes in prospect for the immediate future, give him more than an even chance to live and work with dignity in free and open competition with his fellows.

The National Employ the Handicapped Program is now in its twenty-first year. As early as 1947 the State of Tennessee began its co-operation with the National Program by establishing its first Governor's Committee.

In the years from 1949 through 1956, when there was no paid staff, a committee composed of representatives of State and Federal Governmental Agencies assisted the Governor's Committee in carrying out promotional

activities for "National Employ the Handicapped Week" in October of each year. This Committee, now known as the Inter-Agency Advisory Council has become a year-round focal point for coordination between agencies. Its current chairman is Herman L. Yeatman, Commissioner of Public Welfare.

In 1957 Governor Frank Clement, by Executive order, employed the first full-time Executive Secretary to the Governor's Committee with instructions to expand the activities of the Committee to a full-time and year-round program. In 1968 the Governor's Committee was re-organized and expanded to reach every foot of territory in the State of Tennessee. Recently the staff of the Governor's Committee was expanded by the appointment of three full-time Field Representatives, one assigned to each of the three grand divisions of the State.

The Governor's Committee has a supplementary and complementary role. It does not train, employ, rehabilitate, or counsel people. It helps create a climate of public opinion in which the public Employment Service can place qualified workers with employers, in which the Veterans Administration can train the disabled veteran, and in which the State Agencies of Vocational Rehabilitation can provide their full range of services to the disabled civilians of Tennessee. Each works best with the knowledge that its clients will have a good chance of being accepted for employment when they have done their job.

In a free society, things get done better if people know how it is done, who does it, what the results are, and how everybody profits. Thus the Governor's Committee advertises the abilities of trained and competent handicapped people and is active in guiding, helping, and suggesting how the job might better be done. Goethe once said, "There is nothing more frightful than ignorance in action." The Committee tries

hard to do away with ignorance while moving the employer into action in a program of "Jobs for the Handicapped."

It is the purpose of the Tennessee Governor's Committee on Employment of the Handicapped to carry on a continuing year-round program to promote the employment of physically, mentally, emotionally, and otherwise handicapped citizens of the State, by creating state-wide interest in the rehabilitation and employment of the handicapped, and by obtaining and maintaining co-operation with all public and private groups and individuals in this field.

The Governor's Committee is composed of representatives from the ninety-five counties -- one person appointed annually from each County by the Governor. These appointees carry the title of "The County Coordinator on Employment of the Handicapped." The Coordinator is a person knowledgeable of the needs and problems of the handicapped and a person with the leadership ability to inspire community co-operation in alleviating these needs and problems.

The prime purpose of the Coordinator is to see that a continued program of promotion, education, public relations, and employer contacts is carried out within his or her County in order to create a better climate of employment for the handicapped.

This brings our program to the local level, where we either succeed or fail. There is where our problems are, and there is where they must be resolved.

Placements of the handicapped will be limited unless the people of the community work together, wholeheartedly, for the improvement of their own employment conditions which bar the handicapped from local job

opportunities. And the grassroots job of removing these barriers to employment of the handicapped is the responsibility of the Community where the handicapped live and where their actual employment must be accomplished.

During the past year, we attempted to name a Governor's Committee Member in each of the 95 counties. We were not 100% successful, but I am amazed at the Success of our Field Representatives in finding volunteers who would serve on the Governor's Committee. We have every reason to believe that in 1969 we shall reach our goal with a coordinator in each County in the State.

Monthly Radio and TV spots are mailed to every radio and TV station in the State. A survey of all the stations revealed that 98% of them are using our spots.

Each year more Tennesseans join the "force for good" in supporting and aiding the huge promotional effort that goes with "National Employ the Handicapped Week." Thousands of employers from Memphis to Bristol were reached, one way or another during the big week period this past October 6-12. However, the Governor's Committee had arranged more meetings than was possible to work into so short a period. Therefore, the entire month was used for Employ the Handicapped activities. Approximately fifty (50) meetings were scheduled for October. How much actual success have we produced by this wonderful effort? It can't be answered in total figures. But the message was proclaimed; the educational angles expressed to the fullest; pleas for reasonable understanding expounded with great emphasis. Yes, the public was contacted in every possible way. Certainly it isn't unreasonable to assume that as a result of such an effort, many Tennessee employers will have a change of "mind and heart" as we approach another year. We sincerely hope so.

It is part of America's promise that every citizen should have the opportunity to escape from perpetual dependence, make the most of his capacities, and take a full part in community life.

It is not enough to see that handicapped people have care, we must also make sure they have the opportunity to become useful members of our society. It is not too difficult to provide a man with a pair of artificial legs and teach him to walk upon them. The next question is where will he walk? The greatest danger a disabled person faces is not that he may lose his earning power, but that he may, in boredom, apathy, and despair, lose the awareness of his own worth and dignity.

One of the major aspirations of one's life is to become an independent citizen. We must remember that before one can be independent in our society, one must be in a position to earn a living for himself and loved ones. This is the dream of the Governor's Committee for every handicapped citizen in the State of Tennessee.

Attached to and made a part of this report is an annual summary of the activities of the Field Staff. West Tennessee Region - Mr. Ernest Richards; Middle Tennessee Region - Mr. Jerry McClain; and East Tennessee Region - Mrs. Mary Ricker.

EAST TENNESSEE REGION ANNUAL REPORT

Mrs. Mary R. Ricker

Field Representative

April

Attended staff meeting in Central Office the first Monday in April. Spent a lot of time in the Vocational Rehabilitation Office in Knoxville working with the counselors in selecting coordinators. Also visited the Vocational Rehabilitation Office in Chattanooga where Mr. Scruggs and I toured the Oak Grove Center, Abilities, Inc., and the Goodwill Industries. Spoke to the Greeneville Personnel Association on the Handicapped Program. Visited Greene Valley Hospital and conferred with Mr. Hal Holland, State Coordinator of Mental Retardation Services. Attended formal dedication of the Morristown Area Vocational Training Center and attended their regular Board meeting. Attended the Upper East Tennessee Facilities Planning Committee meeting in Alcoa. Secured three new coordinators and had acceptance of reappointment from two others.

May

Attended the President's Committee on Employment of the Handicapped in Washington, D. C., the first week in May. Attended staff meeting in the Central Office in Nashville. Attended a luncheon meeting of the Volunteer State Rehabilitation Association in Nashville. Attended a luncheon awards meeting in Oak Ridge where Miss Nancy Thomas, second place winner in the Ability Counts Essay Contest, was presented a gold watch. Toured the Daniel Arthur Rehab. Center in Oak Ridge. Visited Vocational Rehabilitation Office in Johnson City, and also the Vocational Training Center and Employ-

ment Security Offices in Johnson City. Met with Dr. Lloyd Graunke, Regional Chairman for East Tennessee. Attended committee meetings in Hawkins County and Hamblen County. Secured two new coordinators.

June

Represented the Governor's Committee at the Tennessee Municipal League Conference in Knoxville where I set up a special exhibit on the program. Visited the Chattanooga Office of Vocational Rehab. Visited Employment Security Office in Sullivan County. Continued working with Rehab. Counselors in securing new and better Coordinators.

July

Attended the East Tennessee Economic Development District meeting in Jellico (Campbell Co.) and explained our program to the group (16 counties reported at the meeting). Worked with Morristown Vocational Training Center on proposed projects for the workshop. Visited the Kingsport Sheltered Workshop and talked with the director about the program there. Continued working with the counselors at Rehab. in the selection of new coordinators. Visited the Maryville-Alcoa Training Center and talked with Mr. Murrell about his program. Worked with Employment Security Office in Scott County in selecting a handicapped citizen and employer for that county. Gathered materials and delivered them to Newport (Cocke Co.) to be used for a fair exhibit. Called on radio stations all over East Tenn. as part of the radio-TV survey in our program.

August

Talked with the Knoxville Rehab. Counselors at their staff meeting about ways that we might work together more closely and asked for their help in making

plans for NEH week. Continued with plans for NEH week and called on the remainder of the Radio and TV stations included in our handicapped survey.

September

Secured coordinator for Washington County which completed my list for East Tenn. Attended the Upper East Tennessee Facilities Planning Meeting in Knoxville. Visited an exhibit at the Cocke County Fair. This exhibit was prepared by two handicapped citizens of the county. Talked to the Dandridge Lions Club in Jefferson City on the handicapped program. Attended luncheon and committee meeting in Hamblen County. Also previewed a film which is to be shown to local industries on employing the mentally retarded.

October

After having delivered promotional materials for NEH Week to all county coordinators, the actual programs began. I spoke to the Newport Kiwanis Club and the Cocke County Coordinator presented a certificate to that county's handicapped citizen. Spoke that evening to the Scott County Kiwanis Club in Oneida where Mr. Slagle, the counselor, presented a certificate to their handicapped citizen. Attended a ceremony at the Memorial Hospital in Johnson City where Father LaFrance, Washington County Coordinator, presented an employer award. Attended meeting of the Elizabethton Kiwanis Club (Carter Co.) where I presented a certificate to the Handicapped citizen and employer. Attended the state annual award dinner in Jamestown where the handicapped citizen of the year award was made. Attended the Etowah Rotary Club meeting where awards were made and where I talked about our program. Appeared on a TV show in Johnson City where Father LaFrance interviewed a young lady who was severely handicapped. Attended State professional staff

meeting of the Department of Vocational Rehabilitation in Gatlinburg. Met with Maryville Kiwanis Club (Blount Co.) where a certificate was presented to the Employer of the County. Presented a program in Hawkins County with the counselor and coordinator (before Hawkins County Eagles Club) where a certificate was given to their employer. Attended Rotary Club meeting in Harriman where a certificate was presented to Roane County's Handicapped Citizen.

November

Meeting was held in Monroe County during a church service for the handicapped citizen and employer awards. Polk County Coordinator related that their NEH program was held before the local Jaycees. Claiborne County NEH program was held during a church service and certificates presented. Meigs County held their meeting with the Lion's Club and a certificate was presented to their handicapped citizen. Bradley County's program was held before the Forestry Service staff where one of their members was named Bradley County's Handicapped Citizen. Knox County's program was presented in the form of a church service and a TV program. Attended monthly staff meeting in Nashville. Secured new coordinator for Grainger County, and visited their local welfare office. Attended Awards Luncheon in Chattanooga for the Employer of the Year. Visited Chattanooga Rehab. Office and conferred with all of the counselors about our program. Secured new coordinator for Hancock County; also visited their local welfare office. Secured new coordinators for Hamblen County and Greene County. Visited the Day Care Center in Johnson City.

December

Called on schools (high school) in thirteen counties regarding the Ability Counts writing contest. Because of snow and many schools closed as a result

of flu, I wrote individual letters to the junior and senior English teachers of the remaining high schools which had not been contacted -- 161 letters were written. Worked with the Morristown Training Center in getting bids for contract work and in trying to find work for their clients. Met with Lions Clubs in Sullivan Co. (Bristol) with the Sullivan Counselor -- purpose of the meeting was to see who could buy glasses for the needy. Secured new coordinator for Sevier County. Continued to work with the Rehab. counselors in selecting new coordinators.

For the most detailed description of events held in the East State Region in October we refer to the special "NEH Week Report" (hereto attached) sent to the Executive Secretary at the end of the month.

National Employ the Handicapped Week - East Tennessee Area

September 9 - Jefferson County

The Dandridge Lions Club held their monthly meeting in Jefferson City and invited Mr. T. C. Green, Jefferson County Coordinator, to plan their program. Mr. Green asked me to speak to the group about the Handicapped Program. The program was attended by about 35 businessmen from the area.

September 17 - Sullivan County (Bristol)

The Bristol Rotary Club met at the Holiday Inn and a certificate was presented to the administrator of the Bristol Memorial Hospital designating him as the Employer of the Year. Herman Robinson spoke to the group, at the request of Mr. Walter Crockett, Sullivan County (Bristol) Coordinator.

October 1 - Cocke County

The Newport Kiwanis Club met at the Rhea-Mims Hotel and presented a certificate to Mr. Parker Hall, Cocke County's Handicapped Citizen of the Year. Mr. Eugene Bryant, Coordinator for Cocke County, presided at the meeting and presented the certificate and I gave a talk to the group. The place mats and matches were used at the luncheon. The mayor issued a proclamation.

October 1 - Scott County

The Oneida Kiwanis Club met at 6:00 p.m. at Tobe's Motel and I spoke to the group. Mr. Hix Slagle, Rehabilitation Counselor for Scott County, also was given time on the program. Mr. John Lee West, Coordinator for Scott County, presented a certificate to Scott County's Handicapped Citizen. It was Ladies' Night at the club and we used the handicapped place mats and matches for the dinner.

October 4 - Washington County

The Mayor of Johnson City issued a proclamation proclaiming NEH Week. A certificate was presented to a young man who is an orderly at the Johnson City Memorial Hospital at 11:00 with Father LaFrance, my Washington County Coordinator, and me present. There was good coverage by the newspaper and the administrator of the hospital presented the certificate during the ceremony.

October 7 - Bradley County

A certificate was presented to Bradley County's handicapped citizen during a ceremony at the Forestry Service Office in Cleveland where the young man so designated is a messenger. The newspaper covered the meeting at which Mr. Tullock, Bradley County Coordinator, presented the certificate. Place mats and matches were distributed in Cleveland to be used during NEH Week.

October 8 - Carter County

at noon, the Kiwanis Club of Elizabethton sponsored the program for NEH Week at Raymond's Restaurant where Mr. Otis Hurst was the main speaker. Mr. E. Niles Brown, Carter County Coordinator, arranged the meeting, was present at the meeting, and made a few remarks. I presented the certificates to the Employer and Handicapped Citizen. Place mats were used at the luncheon and at other places in the city. The mayor issued a proclamation.

October 8 - Unicoi County

The Civitan Club met at the Elm's Restaurant and, at a meeting set up by Rev. Kribbs, Unicoi County Coordinator, awards were presented to the handicapped citizen and employer in Erwin. Mr. Ernest Shell, Counselor for Unicoi County, attended the meeting. The mayor of Erwin published their proclamation in the local newspaper. Place mats were used at the meeting as well as during the entire week at the Elm's Restaurant.

October 9 - Hamblen County

Herman Robinson spoke to the Rotary Club in Morristown at the Holiday Inn. Since Hamblen County's Handicapped Citizen was not able to attend the meeting, the Hamblen County Committee, Herman Robinson, several members of the Rehabilitation Staff, and I went to her home and presented the certificate to her. A proclamation was issued in Morristown and place mats were used and matches were distributed. Posters were displayed prominently in several places in town. The entire local committee was present at the meeting as well as two ladies from the DA Rehabilitation Center in Oak Ridge.

October 9 - Sullivan County (Bristol)

At the invitation of Mr. Walter Crockett, Sullivan County Coordinator for Bristol, I attended a meeting of the Virginia and Tennessee Governors Committees at the Holiday Inn in Bristol. The meeting was sponsored by the VFW and The American Legion and a large group of people from Tennessee and Virginia attended. Certificates were awarded to Virginia people and a certificate was presented to Bristol, Tennessee's handicapped citizen. Herman Robinson made the presentation. There was good TV and newspaper coverage. Walter Crockett distributed place mats, matches, and wrote several editorials during NEH Week.

October 10 - Sullivan County (Kingsport)

The Kingsport Jaycees held a meeting geared to NEH Week. Lee Goodner of the Nashville Rehabilitation Staff spoke on "Rehabilitation of the Offender." Joan Lamberson, Sullivan County Coordinator for Kingsport arranged the meeting. She had a proclamation signed in Kingsport and distributed place mats and matches throughout the town. She also passed out the announcement to several churches so that the ministers could announce NEH Week.

October 10 - McMinn County

The Rotary Club in Etowah held their regular meeting at the SeBo Restaurant and invited Mr. Rex Moses, McMinn County Coordinator, to arrange a program. Mr. Moses invited me to speak to the group and also invited Mr. Matthews, Counselor for the county, to say a few words. Place mats were used for the luncheon. Certificates were presented by Mr. Moses during the meeting to their handicapped citizen and employer.

October 11 - Washington County

Father LaFrance, Washington County Coordinator, interviewed someone from Johnson City every day on a TV show; these people were connected in some way with rehabilitation. October 11 he invited me to appear with him on the "Katheryn Willis Show" and a young lady who was handicapped told the story of her disability and it was truly an inspiration. Father LaFrance held another program where a certificate was presented to the Employer of the Year. He had a proclamation issued and distributed matches and place mats.

October 12 - Knox County

Steve Casey, Knox County Coordinator, gave a talk at St. Thomas Episcopal Church, regarding employment of the handicapped. He also distributed place mats, had a proclamation signed by the mayor of Knoxville, and distributed posters. He appeared on a television show and interviewed one of his pupils from the Dempster Memorial Workshop on the show.

October 13 - Johnson County

Mr. Millsaps presented a certificate to Johnson County's Handicapped Citizen during a church service (at the church where the handicapped citizen attends). The certificate for the employer of Johnson County was presented at the Board of Education meeting October 15. Mr. Millsaps got good coverage in the newspaper for his program. He also distributed place mats to restaurants in Mountain City.

October 15 - Blount County

The Kiwanis Club of Maryville met at the Green Meadow Country Club and Mr. Quency Scruggs was the speaker. Mr. T. Ned Lee, the Blount County Coordinator, arranged the program. A certificate for the Blount County Employer of the Year was awarded to Mr. Jack Proffitt. I attended.

October 10 - Polk County

Mr. Frank Maynor, Polk County Coordinator, held his program for NEH Week with the Benton Jaycees and certificates were presented to the Handicapped Citizen and Employer of Polk County. The local newspaper covered the meeting. Place mats were used for the dinner meeting and were distributed to restaurants in Benton.

October 17 - Hawkins County

The Rogersville Eagle's Club was the meeting place for the Hawkins County program, which was arranged by Mrs. Charles W. Beale, Hawkins County Coordinator. Mr. Charles Gillespie, Counselor for Hawkins County, was the main speaker for the program. I gave a short talk on the work of the Governor's Committee. A certificate was presented to the Handicapped Employer in Hawkins County. Mrs. Beale arranged for several radio programs and newspaper articles during NEH Week.

October 22 - Roane County

The Rotary Clubs of Harriman, Rockwood, and Kingston met jointly at the Holiday Inn and Mr. Scruggs was the main speaker for the program. A certificate was presented to the Roane County Handicapped Citizen at the meeting. Place mats were used for the dinner and several were left at the Inn to be used during the remainder of this month. Mr. Mays, Coordinator for Roane County, invited Tom Pemberton, Counselor for the area, and Mr. Waters, Regional Director for Vocational Rehabilitation.

October 27 - Claiborne County

Rev. Charles Earl, Claiborne County Coordinator, arranged for his certificate for the handicapped citizen in his county, to be presented during a church service at the place of worship of the person so honored (First Baptist Church in Tazewell). He also distributed the handicapped week place mats to several restaurants in Tazewell. Rev. Earl is the Pastor at First Baptist Church where the certificate was presented.

October 17 - Meigs County

The Lion's Club in Decatur was the meeting place for the Meigs County program during NEH Week. They held a dinner meeting and had a speaker from the Meigs County Welfare Department. A certificate was presented to the Meigs County handicapped citizen at this meeting.

November 13 - Chattanooga (Hamilton County)

RADIO AND T. V. SURVEY REPORT
EAST TENNESSEE
MARY R. RICKER, FIELD REPRESENTATIVE

<u>STATION</u>	<u>LOCATION</u>	<u>DATE CONTACTED</u>	<u>NEWS DIRECTOR</u>	<u>COMMENTS</u>
WDNT Radio	Dayton Rhea County	June 18, 1968	Mr. Jack Pullian	He was most enthusiastic about our program: said he used the spot announcements and would be delighted to have recorded announcements if he could get them.
WLSB Radio	Copperhill Polk County	June 19, 1968	Mr. Bob Schwaab	They do not receive the spot announcements according to the engineer.
WCPH Radio	Etowah McMinn Co.	June 19, 1968	Mr. John Blair	Told me that they used the spot announcements sent from the Central Office. Said they tried to be as fair as they could about using public service spots but they do use the handicapped material.
WKYZ Radio	Madisonville Monroe Co.	June 25, 1968	Mr. Bob Harrell	He does not receive the spot announcements but would be delighted to use them if he had them.
WNOO Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. David Oliver	He says they do use the spot announcements as much as they can.

WAPO Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. Gil Norwood	Mr. Norwood did not remember having seen any of the spots; would use them if he had them.
WDEF Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. Bill Shoocraft	They do not use them.
WDOD Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. Gary Kines	Reported that they used the material.
WDXB Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. Ray Hobbs	They almost always use the material; says it gets lost sometimes in the shuffle of mail.
WFLI Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. Mike King	Reported that the material was used. They use all public service material.
WLOM Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. E. Y. Chaffin, IV	They do not receive the material; would use it if they had it.
WMOC Radio	Chattanooga Hamilton Co.	June 25, 1968	Mr. Bob Rich	Did not remember seeing any of our material. Would like to receive it.
WDEF TV	Chattanooga Hamilton Co.	June 25, 1968	Mr. Bill Evans	They receive our material and use it frequently.
WTVC TV	Chattanooga Hamilton Co.	June 25, 1968	Mr. John Reynolds	They do not receive the material.

WRCB TV	Chattanooga Hamilton Co.	June 25, 1968	Mr. Ray Morris	Mr. Morris said they got the material but did not use too much of it.
WLK Radio	Newport Cocke Co.	July 2, 1968	Mr. Dwight Wilkerson	He says that they do use the spot announcements and would use all of them they could get; stated he thought they were excellent.
WATE Radio	Knoxville Knox Co.	July 5, 1968	Mr. Hal Wanser	Reported that they got the announcements and used them all.
WBIR Radio	Knoxville Knox Co.	July 5, 1968	Mr. Joe Levitt	Reported that they did not get them; however, Mr. Levitt thought that it was possible that they came in to the station and were not brought to his attention.
WEMB Radio	Erwin Unicoi Co.	July 8, 1968	Mr. Jim Buchanan	Praised the Governor's Committee for their timely spot announcements. Said he preferred the 30 second spots but would use all he could get.
WIDD Radio	Elizabethton Carter Co.	July 8, 1968	Mr. Bill Hale	He said they received and used the spots.
WBEJ Radio	Elizabethton Carter Co.	July 8, 1968	Mr. Jack Morriss	Mr. Morriss was out of the office, but his secretary told me that they used the spots frequently.

WEAG Radio	Alcoa Blount Co.	July 10, 1968	Mr. Steve Corbett	Mr. Corbett said he used the local spot announcements quite frequently and agreed that they generated interest in the program.
WGAP Radio	Maryville Blount Co.	July 10, 1968	Mr. Charles Pickel	Mr. Pickel said that they used very few of our announcements but after I explained the program to him he agreed to use them in the future.
WLAF Radio	LaFollette Campbell Co.	July 11, 1968	Mr. Franklin Payne	Mr. Payne said he had not previously used our spots but would do so in the future.

WRCS Radio	Rogersville Hawkins Co.	July 15, 1968	Mrs. Charles W. Beale	She said that they used all the information they could get pertaining to the handicapped program--especially the record sent out by the President's Committee.
WGRV Radio	Greeneville Greene Co.	July 16, 1968	Mr. Pete Luttrell	Mr. Luttrell said they consistently used the handicapped spots--the State and National alternately.
WSMC Radio	Greeneville Greene Co.	July 16, 1968	Mr. Bob Wright	He also agreed that they used our spot announcements.
WOFM Radio	Greeneville Greene Co.	July 16, 1968		They did not use the announcements; they use no announcements of any kind and only play music.
WYSH Radio	Clinton Anderson Co.	July 17, 1968	Mr. Charles Phillips	They do use our spot announcements.
WATO Radio	Clinton Anderson Co.	July 17, 1968	Mr. Joe Vann	He said they appreciated receiving the spots and used them regularly--preferred the 30 second spots.
WHBT Radio	Harriman Roane Co.	July 18, 1968	Wilma Eblen	They do not receive the spot announcements according to Miss Eblen's memory.

WXXL Radio	Harriman Roane Co.	July 18, 1968	Out of business - lost license.
WRKH Radio	Rockwood Roane Co.	July 18, 1968	Mr. Bob Brown He reported that they did not receive the spots--or, at least, they had not received any in quite some time. Said they would use them if they had them.
WCRK Radio	Morristown Hamblen Co.	July 19, 1968	Mr. Tony Couch Was informed that the handicapped spots are a part of their permanent log and are rundaily.
WMTN Radio	Morristown Hamblen Co.	July 19, 1968	Mr. Jimmy Peoples Said that they used both the State and National spots as regularly as they could work them in.

WTVR TV	Knoxville Knox Co.	July 22, 1968	Mr. Bill Eckstein	They use the spot announcements frequently. They prefer the 30-second spots.
WROL	Knoxville Knox Co.	July 22, 1968	Mr. Phil Rainey	They receive and use the state and national spots; they use them on a rotating basis with other public service announcements
WSKT	Knoxville Knox Co.	July 22, 1968	Mr. Tom Birchfield	Said they used the spots. He said he didn't believe they got them regularly. Couldn't remember having seen any in three months.
WSJK --TV	Knoxville Knox Co.	July 22, 1968	Mr. Dale Ouzts	Said they used the announcements and often had calls about them which they referred to Rehab.
WUOT	Knoxville Knox Co.	July 22, 1968	Mr. Raymond Shirley	Said they did not use these spots or any other public service announcements because they are a fine arts station (at UT); no announcers are on the station except professional ones and they are on recordings. This is an educational station, of course, and I expected that response.
WBIR TV	Knoxville Knox Co.	July 22, 1968	Mr. Pete Fennelly	Said they used the announcements with their other public service spots.

WIVK

Knoxville
Knox Co.

July 22, 1968

Mr. Claude Tomlinson

Said they used the spots daily. Thought they were very well done although they used a "punch" of their own as a finale to some of them.

WKGN

Knoxville
Knox Co.

July 22, 1968

Mr. Charles Champion

Said they received and used the spots. He was most interested in our program.

WKXV

Knoxville
Knox Co.

July 22, 1968

Mr. Marvin Thompson

Said they seldom received the spot announcements but when they came in, they were used.

WNOX

Knoxville
Knox Co.

July 22, 1968

Mr. Don Armstrong

said they ran our spots every other hour--the best report I have had! And I have heard them on WNOX quite frequently.

WKCS

WKCV

WGYH

not listed in Knoxville telephone directory.

WBAC

Cleveland
Bradley Co.

July 23, 1968

Mr. Bill Thomason

the receptionist said she handled the public service spots and that they were being received. She said they used them to some extent and promised to do better in the future.

WCLE

Cleveland
Bradley Co.

July 23, 1968

Mr. Tom Rowland

said they used the spots quite frequently. In fact, he said they were running one "Hire the Handicapped" while we talked. However, I didn't hear it!

WJMC	Collegedale Bradley Co.	July 23, 1968	Miss Elise Schermerhorn	Said they used our spots along with other public service announcements; she said they could not afford to be partial in our behalf. I disagreed with her!
WJCV	Washington Co.	July 24, 1968	Mr. Jim Wilson	Talked with secretary and she said they used our spot announcements on an alternating basis with other public service spots--mostly on AM. She said they used them regularly on FM.
WETB	Washington Co.	July 24, 1968	Mr. Don Gibson	He was not in the station, but I was informed that they were received. They have not used any public service announcements recently due to the political news and local elections.
WJSO	Jefferson City Washington Co.	July 24, 1968	Mr. Don Dale	NOT LISTED IN DIRECTORY - said they used the spots a minimum of 55 times per month.
WJHL -TV	Washington Co.	July 24, 1968	Mr. Al Gregory	said they used the spots on a regular basis but they preferred slide copy and film.
WOPI	Bristol Sullivan Co.	July 24, 1968	Mr. Doug Ford	Said they did not receive the spots but would very much like to have them.
WMCH	Church Hill Hawkins Co.	July 24, 1968	Miss Betty Russell	I was informed that they receive and use our material.

WLAR

Athens

July 25, 1968

Mr. Bill Adkins

Was not available when I went into the station and no one else could give me the information I sought.

WYXI

Athens

July 25, 1968

Mr. John Frew

On vacation but his secretary said they frequently used our material.

WDEL

Sweetwater

July 25, 1968

Mr. Lynn Shirley

Said they used the handicapped spots five or six times per day.

Lenoir City

July 25, 1968

Mr. Arthur Wilkerson

Said they received and used the spot announcements on a rotating basis.

WNTT

Tazewell

July 26, 1968

Mr. Don Gulley

Said that they used our spot announcements, but not on a regular basis. He promised to try to use them more frequently in the future.

WBNT

Oneida

August 7, 1968

Mr. Joe Brooks

Mr. Brooks said they had not received the spot announcements in quite some time. He would like to have them regularly and use them. He said they receive material from the President's Committee and it was used frequently.

WEST TENNESSEE REGION ANNUAL REPORT

Mr. Ernie Richards

Field Representative

January

The last two months of 1967 (November and December) of the second quarter of fiscal year, were spent entirely in the direction of acquiring qualified County Coordinators. By January 1, 1968 all but one West State County was ready to have its Coordinator appointment made. The one County, where there yet is no Coordinator, is Hardin County.

After the appointments were made from the Governor's Office (this about the 20th of January) the Field Representative began traveling all 26 counties for an initial contact with Coordinators in beginning the year's activity. These visits included orientation as to the new aspects of the expanded program. As the program "Guidelines" booklet was not yet available it created a few difficult problems in getting some Coordinators to begin their committee organizations. However, the groundwork was begun with all 26 Counties in the formation of County Committees. Also during these travels over the Region all Vocational Rehabilitation Counselors were visited and information and details on appointed Coordinators was passed along. Visited also were Employment Security offices, Offices of Services for the Blind, Welfare offices and other agencies in an effort to obtain a knowledgeable and workable agreement at the local County level between the Governor's Committee, the agencies and the Coordinators.

Other individual January activities of the Field Representative included:

(1) Making several individual calls at County levels regarding participation of schools in the "Ability Counts" contest (2) made distribution of pocket calendars to agency offices and business houses (3) attended and participated in a Memphis Meeting of the "Handicapped Association" at Veterans Hospital (4) with Regional Chairman began initial planning toward a Regional Meeting to be held in early March (5) during travels made numerous Public Relations calls on management of business and industry.

February -

The month of February was somewhat a repetition of January activities, that of continuing visits to and with County Coordinators seeking to inspire them in organizing their committees.

One of the highlights of February was an initial meeting with a committee of the Jackson Young Business Women's Club to assist them in making plans for an Architectural Barrier survey of Jackson and Madison County. During the month several contacts with this group proved to be the turning point in convincing this club to handle the project. This work is now under way and hopefully will be finished in June.

During February found that only six Coordinators had carried out fully their assignments in organizing County Committees. These included Chester, Obion, Henderson, Tipton, Henry and Decatur. However, much work was under-way in this direction in several other counties including Shelby, Dyer, Madison, Gibson, Weakley, Humphrey, Lauderdale, McNairy and Perry.

Individual activities of the Field Representative included (1) two day trip to Mississippi to participate as consultant to a State planning session on services to the Handicapped. (2) began negotiations with Jackson State College for facilities for Regional Meeting in March. (3) held orientation meetings with Chester and Henderson County Committees. (4) continued discussion sessions with agency people to keep them informed of events and progress. (5) held consultation sessions with Director of Training Center in Camden. (6) continued plan of making Public Relations calls on businesses, Radio Stations, newspapers, etc. as occasions allowed.

March -

Much activity during March centered around the scheduled Regional Meeting on March 27 in Jackson. This necessitated letters of invitation and followup letters on details and program from the Regional Chairman and the Field Representative.

However, there was no let-up in continuing travel to visit County Coordinators and assisting them in getting their County programs underway. Especially effective was work in Wayne County where two days were spent in assisting the Coordinator. His committee was appointed and held its first meeting. The two leading civic clubs, Rotary and Lions, allowed speeches by the Field Representative. Industry and business houses were paid Public Relations visits throughout Waynesboro.

A tremendous snow deterred efforts for two days just prior to the Regional Meeting held in Jackson on March 27. However, the meeting was termed very

successful. Twelve out of twenty-five County Coordinators were in attendance. Also attending and participating were Mr. Bernard Posner of the President's Committee; Mr. Herman Robinson, Chairman of the Governor's Committee; Mr. Quency Scruggs, Executive Secretary and representatives of Vocational Rehabilitation and other State agencies. The program was informal beginning with dutch-treat luncheon at 12:30. The introductions, remarks and discussions were concluded on time at 2:30 p.m.

Additional activities of the Field Representative during March included (1) lunch and visit with Mayor Henry Loeb of Memphis to discuss Shelby County program. (2) visit with several representatives of Vocational Rehabilitation to the construction site of the new Mental Hospital at Arlington. (3) with Henderson County Coordinator made arrangements for Chairman Robinson's April appearance in Lexington and appropriate awards to be presented at the occasion. (4) Speech to Jackson Women's Club on evening of March 4. (5) Committee orientation meeting in Union City on March 5.

April

The fact that the one and only Regional Meeting of the West State County Coordinators was held in March created a great deal of necessary "clean-up" and "follow-up" detail. Nevertheless the Field Representative attended the regular monthly staff meeting held in Nashville on April 1. To enumerate several of the highlights and activities of the April days to follow

- (1) Arrangements had been made weeks in advance with the Coordinator of Henderson County for a rather elaborate Rotary Club meeting in Lexington on April 2. State Chairman Herman Robinson was the principal speaker. Executive Secretary Scruggs and Field Representative Richards also participated in the program. Several well-known Henderson County handicapped persons were in attendance. Chairman Robinson also presented the Lexington Rotary Club a Governor's Committee Citation for "Outstanding Contributions" to the overall program. An excellent audience of 60 people - several being employers.
- (2) Held a County Committee organizational and orientation meeting at the City Hall in Ridgely on the afternoon of April 3, assisting Lake County Coordinator, Mrs. Dodd, with her plans and programming.
- (3) Arranged with County Coordinators in Dyer, Lauderdale, Tipton, Henry, Stewart, Humphreys, McNairy, Crockett, and Benton Counties for specific dates to hold local committee organizational meetings.
- (4) Met on April 17 with newly acquired Coordinator in Hardeman County along with several persons at Western State Hospital in formulating committee and efforts for the year.

(5) On April 18 visited with Mr. Kemp, Mr. Herndon and Counselor Sam Goodman at Vocational Training Center in Camden discussing ways to improve community relations as involving the work at the center (6) On the evening of April 22, met with Tipton County Coordinator, Mr. Simonton, and his committee at City Hall in Covington for organizational and orientation meeting. (7) As in any month took advantages of any opportunities to call on business and industry in the nature of establishing better public relations.

May

The month of May was somewhat of a "wait for action" month - waiting (patiently if possible) for calls and contacts from County Coordinators concerning organizational and orientation meetings schedules and dates. These came slowly even with continued urging by telephone if not by personal visits. The new "Guidelines" for our Coordinators and local committee effort had now become available and during May spent some time in various ways of distributing these to proper sources. Getting this booklet out was a great boost at this time. Also we were in the midst of obtaining entries from all counties on "Handicapped Citizen of the Year" award program. This later developed into a necessity for much travel and personal contact work. Some of the West State highlights for May were as follows: (1) Spent some time with individuals in Jackson area who manufacture "Little Jewel" fishing lure in hopes of getting a subcontract job for the Jackson Training Center. These attempts ultimately failed. (2) Worked diligently in Carroll County (Huntingdon, McKenzie and Bruceton) two entire days attempting to strengthen the program there. (3) Spent an entire day with Coordinator Hudson of Obion County in assisting the strengthening of his

local committee and making industrial, agency and business visits. (4) Attended a rescheduled staff meeting in Nashville on May 13 (5) Carried out plans of meeting with all Rehab counselors of the Region to discuss with them the status of the Governor's Committee program in each of their counties. (6) On May 17 met with Executive Secretary Scruggs and Mr. Paul Hicks in a Memphis meeting with Mayor Henry Loeb (7) Attended Rehab staff meeting at Training Center in Jackson (8) Continued planning sessions with several coordinators in setting or resetting local county committee meetings. (Field Representative Richards began vacation on Monday, May 27.)

June

The month of June could not be termed an exciting month for the West State Region. Nevertheless there were many diversified efforts and activities that were good and encouraging. The selections of "Handicapped Citizen" for each County became quite an activity and an extension of the time element was necessary from the Central Office. Efforts were continued in attempt to get County Committees organized on a more acceptable basis. Enumerating some of the special activities for June: (1) On June 6 again visited the office of Mayor Henry Loeb in Memphis in the company of Mr. Paul Hicks. (2) Met with Regional Chairman Mathis and Gibson County Coordinator Nowell in a special session on June 7 in attempt to "beef up" the Gibson County program (3) On the evening of June 10 addressed the Lions Club of Savannah and after the meeting held discussions with a group on the possibilities of certain prospects for a Hardin County Coordinator. At this time a Coordinator had not yet been obtained for Hardin. (4) Spent "parts" of several days attempting to strengthen the committee efforts in Madison County. (5) On June 17 attended a Madison

County Committee meeting held at Georgia's Restaurant in Jackson. This was a breakfast meeting and was well attended. At noon on this same date attended a luncheon meeting at Villa Restaurant in Memphis of the Employer Subcommittee of the Shelby County Committee. Several Shelby County Mayors were in attendance. (6) Attended a full County Committee meeting of Hardeman County at Western State Hospital in Bolivar on June 18. (7) Addressed the Kiwanis Club in Dover on June 20. Along with Stewart County Coordinator, Mr. McGregor, visited industry and business men of Dover. Assisted also in organization of county committee. (8) on June 20 attended and participated in Benton County Committee meeting held in offices of Welfare Department. (9) On June 28, attended and participated in a meeting of the Lauderdale County Committee held at White Cafe at 10:00 A.M. - orientation and planning.

July

As per earlier planning of Central Office and the Inter-Agency Advisory Council the entire month of July was devoted to making calls on the Broadcast Radio and Television stations of the Region. This was accomplished in the prescribed time and a special report, week by week on these contacts was furnished Executive Secretary Scruggs. In between these special calls and contacts the usual business of working with County Coordinators on local committee work was carried out as much as possible. Some activities of July were as follows: (1) Attended Staff meeting at Cordell Hull Building in Nashville on July 1. (2) Continued efforts to get County programs under way in Hardin, Haywood, McNairy, Gibson and Carroll by special visits, interviews, etc. (3) On July 17 attended a special called Hardeman County Committee meeting held at Western State Hospital (4) Spent three days in Shelby County on Radio and TV contacts as well as visiting with various

persons serving on Shelby County Committee in attempts to strengthen the program there. (5) Spent portions of two days, July 24 and 25 with Executive Secretary Scruggs in several West State Counties making checks and courtesy calls on County Coordinators, Agency Personnel and others.

August

As in most years past, as connected with the work of the Governor's Committee, the month of August sees the beginning of many plans in many counties and cities for a big promotion campaign in October. We have found that in dealing with our volunteers, who are very busy people, early and along-range planning is necessary. It also was in August that we learned of impending visits to Memphis of Mr. Harold Russell, Chairman of the President's Committee and also the visit of Miss Mary Switzer - these visits coming up in November. Some of the events and activities were (1) On August 2, meeting with Junior Womens Club of Jackson to counsel and advise on their planned architectural barrier survey in Madison County (2) Appeared on a taped television program - "Opportunity Line" - Channel 3, Memphis (3) Attended a Public Service Subcommittee meeting in Shelby County (4) On August 12 worked with Mr. Ligon and Mr. Westover of Services for the Blind, in the Savannah area. Primarily with their assistance the services of Mr. Billy Wheeler to serve as Hardin County Coordinator (to finish out the year) were obtained. (5) Held a special meeting in Selmer on August 13 with Counselor Danny Dudley and County Coordinator Don Smith. (6) Attended a special called staff meeting in Nashville on August 19. (7) On August 23, met with Hardeman County Committee at Western State Hospital assisting them out of a confused state over the awards program (8) On August 27 meeting at Peabody Hotel in Memphis with Mr. Jerry Hyman and the Memphis Rotary Club Committee on Employ the

Handicapped. (9) Completed plans for NEH Week with Lauderdale, Dyer, Hardeman, Madison, Chester and Benton counties by end of month.

September

The month of September each year proves to be one of the busiest in the Governor's Committee program. Normally there are few meetings set up for September other than those that are for planning the special events coming up in October. There is no attempt made in this brief report to cover the many personal contacts and telephone discussions almost daily with County Coordinators, local committee people and the agencies, throughout the month attention to finalize special meetings, schedule problems, speakers, awards details, etc. - all geared to the big week coming up - "NEH Week". Another big job was distribution of promotion materials to the various counties planning special programs. Some highlights of September would be (1) a special meeting called by Mayor Loeb of Memphis and held at the Admiral Benbow Restaurant on September 3- attended by at least 20 people called in to assist in planning for Harold Russell's visit coming up in November. (2) There were two special called meetings with the Hardeman County Committee as they planned the largest event to be held in the Region during NEH Week. (3) On September 9, addressed the Pickwick - Shilo Lions Club at Ed Shaw's Restaurant at Shilo (4) Attended and participated in planning meetings in Union City, Jackson, Dyersburg, Ripley and Lexington.

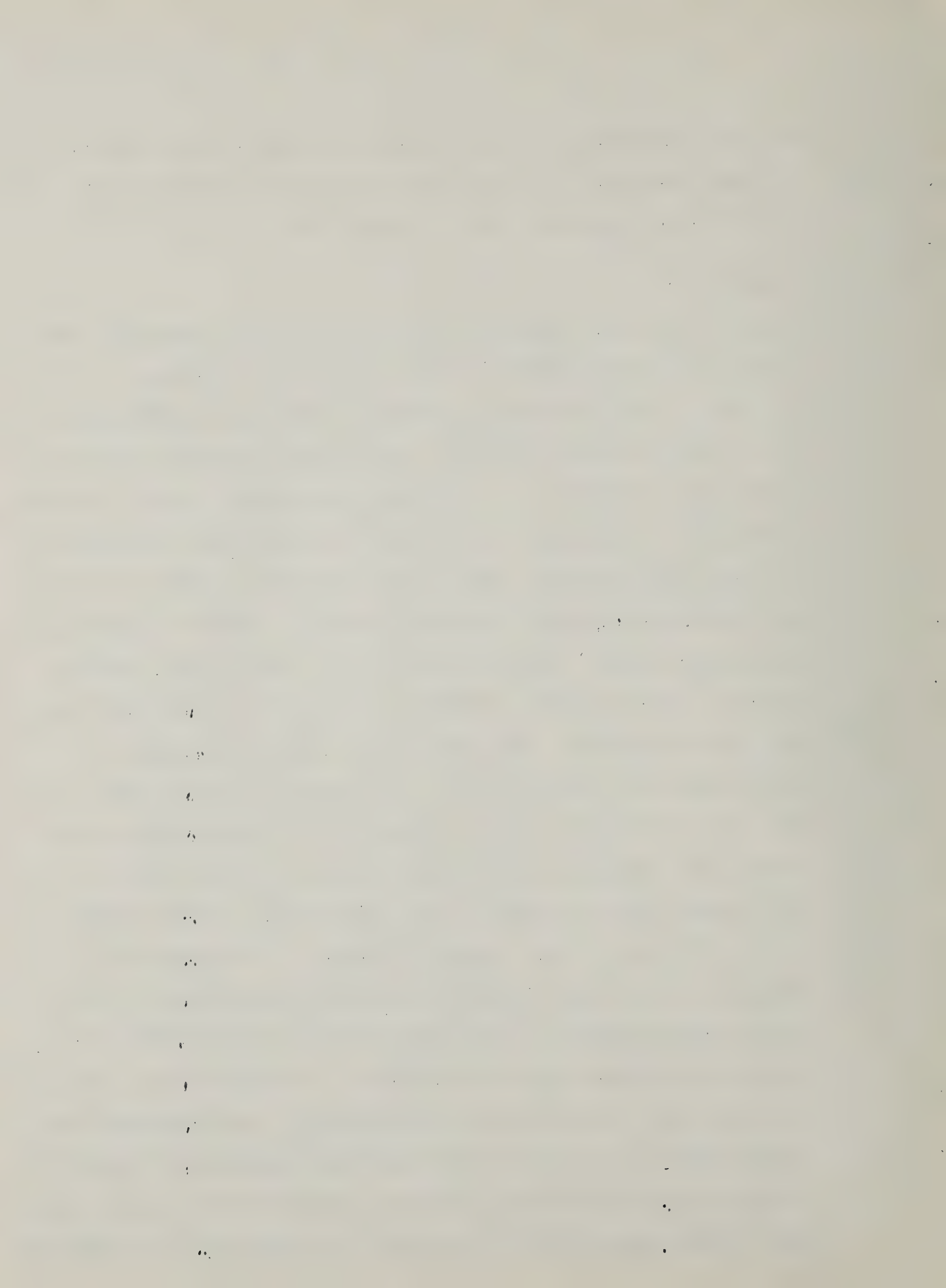
October

For the most detailed description of events held in the West State Region in October we refer to the special "NEH Week Report" (hereto attached) sent to the Executive Secretary at the end of the month. In the opinion of

the Field Representative the West State Region enjoyed one of the finest NEH Weeks and devoted the entire month of October to the special work that is normally confined to the "first full week."

November

It might be said that November of each year is the "calm after the storm month" - "the clean-up month" and other terms could be phrased. It is the month in which inventory is important - inventory of results garnered from exhaustive efforts in October. Reports must be written, letters of thanks and appreciation, etc. and perhaps most important, that of striving to keep from "letting down." This is quite often difficult to prevent at the local County Committee level. However, November was not to be without good and unusual happenings and events to keep the "spark" for "Employ the Handicapped" glowing. The two day visit of Mr. Harold Russell, Chairman of the President's Committee to Memphis was an event to long remember and one that seldom happens. The visit of Miss Switzer of Washington to Memphis during the same period was a great program and morale boost. Some special moments and events to recall were (1) A called special staff meeting with Vocational Rehabilitation Director, Mr. Reece on Nov. 6. (2) Attended several sessions of annual staff meeting of Rehab Services for the Blind held at Hotel Claridge in Memphis. (3) Attended staff conference of West State Vocational Rehabilitation Supervisors at State Office Building in Memphis. (4) Attended meeting in Madison County on progress of Arlington Hospital and services to be rendered there. (5) Nov. 18, 19 and 20 were devoted to Harold Russell's visit in Memphis and Shelby County. (6) On Nov. 21, Mayor Henry Loeb addressed the breakfast meeting of the Jackson Beaver Club at New Southern Hotel in Jackson. Mayor Loeb "struck a great blow" for Employment of the Handicapped as he addressed



TENNESSEE GOVERNOR'S COMMITTEE
EMPLOYMENT OF THE HANDICAPPED

* * * * *

WEST STATE REGION
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SUMMARY OF "N.E.H. WEEK" ACTIVITIES

I. Tuesday, October 1, 1968

- A. Ripley, Tennessee - As arranged by the County Coordinator, Mr. Bill Klutz and his Committee, a combined meeting of two or more civic clubs of Ripley met at noon on this date for a luncheon meeting at the Community Center Building. Chairman Herman Robinson was the principal speaker for the occasion, accompanied by Executive Secretary, W. Q. Scruggs. Certificate to the Lauderdale County "Handicapped Citizen of the Year" was presented. About one hundred persons were in attendance.
- B. Also on Tuesday, October 1st, a very fine program on Employment of the Handicapped was held at the Peabody Hotel in Memphis. The Memphis Downtown Rotary Club, which is one of the largest civic clubs in the South, turned the entire program over to its Vocational Projects Committee. Mr. Jerry Hyman is Chairman of this Rotary Committee and also serves as Chairman of the Special Events Sub-Committee of the Shelby County "Hire the Handicapped" program. Mr. Hyman arranged to bring Mr. Horace Kimbrell of Kansas City to be principal speaker for this luncheon program. Mr. Kimbrell is Chairman of the Board for Goodwill Industries of America and declared to be one of the best speakers in America. Ernie Richards represented the Governor's Committee at the head table. Over two hundred club members and visitors were in attendance. Place mats, posters and matches were used to make the occasion attractive and in keeping with the idea.

II. Thursday, October 3, 1968

- A. Richards went to Memphis and at noon addressed the monthly meeting of the Memphis Citizens Committee for the Blind. This was a luncheon meeting at the Sheraton Motor Hotel, with thirty-six persons in attendance. The program was centered around the up-coming week - "National Employ the Handicapped Week" and what they could do as a Committee to help in promotion activities.

- B. At 2:30 P.M. Richards went to WMPS Radio Station to record a special 15 minute program on NEH Week, to be presented on the air at 9:00 A.M. on Sunday, October 6th.

III. Tuesday, October 8, 1968

- A. Richards went to Georgia's Restaurant in Jackson at 8 o'clock and appeared on the live Radio broadcast of WTJS - well known and well listened to program, "Breakfast at Georgia's". Had the entire program for "NEH Week" discussion.
- B. Richards went to WDXI Radio Station in Jackson and recorded spot announcement to be used throughout the remainder of the week.

IV. Wednesday, October 9, 1968

- A. Through arrangements set up by Dyer County Coordinator, Mr. F. E. Pitts of Dyersburg, the entire program at the Dyersburg Kiwanis Club on this date was devoted to "NEH WEEK". Ernie Richards made the address and assisted Mr. Pitts with "Handicapped Citizen Award" at conclusion. The event was well covered by the radio news and the Press.

V. Thursday, October 10, 1968

- A. Again as arranged by Dyer County Coordinator, Mr. F. E. Pitts, Richards addressed the Dyersburg Rotary Club at noon. The "Handicapped Citizen" was also a guest. About sixty-five club members were present.
- B. Prior to the Rotary meeting, Richards and Pitts visited and toured the new Rehab offices and Vocational Training Center in Dyersburg.
- C. The largest "NEH Week" event for the West State Region was held at Western State Hospital in Bolivar on the evening of this date. Approximately two hundred and seventy persons attended the banquet and awards presentation. Chairman Herman Robinson delivered the address. Awards were presented to the "Handicapped Citizen of the Year"; the "Employer of the Year"; the Work Therapy Department of Western State Hospital and to the local newspaper ownership. This event was attended by Executive Secretary Scruggs, who introduced Mr. Robinson and Regional Chairman, Mr. Rankin Mathis. Richards served as M.C. of this program.

VI. Monday, October 14, 1968

- A. As arranged by Mrs. Claude Dodd of Ridgely, Lake County Coordinator, Ernie Richards traveled to Reelfoot on this date and addressed the Tiptonville Kiwanis Club at the noon hour. At the conclusion assisted Mrs. Dodd in

presenting the "Handicapped Citizen of the Year" award. There were thirty-six club members and visitors present for the meeting, which was held at Boyettes Restaurant.

- B. On the evening of this date, Richards addressed the Lions Club of Henderson. As arranged by Chester County Coordinator, Dr. Orman Campbell, there were over one hundred persons present at the meeting, which was held at the Freed-Hardeman College Cafeteria. The "Handicapped Citizen of the Year" award was presented. This was one of the better events of the N.E.H. Week" effort in West State Region. The event was well covered by the press and photographers.
- C. Also, on the evening of this date the Benton County Committee held their awards program in Camden. As arranged by County Coordinator, Mr. W. C. Herndon, the Lions Club of Camden hosted the meeting at Frank's Cafe. Regional Chairman, Mr. Rankin Mathis of Milan, represented the Governor's Committee and made the address. He also assisted Mr. Herndon in making the awards presentations. There were sixty-two leading Benton County citizens present.

VII. Thursday, October 17, 1968

- A. On this date Richards went to Martin and addressed the Rotary Club at noon. Weakley County Coordinator, Mr. Duke Drumm, made the arrangements. The "Handicapped Citizen of the Year" was present and upon receiving the award made a tremendous acceptance speech. This is a large and fine Rotary Club. There were approximately sixty-five club members plus guests present.

VIII. Thursday, October 24, 1968

- A. Richards addressed a 2:30 P.M. meeting of the Humphreys County Welfare Advisory Board meeting - reviewing the "NEH Week" and month of October activities of the Region. There were several guests present representing various sections and groups of the county.

IX. Monday, October 28, 1968

- A. Mr. Gene McGregor, County Coordinator for Stewart County, along with other members of his County Committee, visited the NATCOR Plant in Dover and presented the "Employer of the Year" Award to the Manager, Mr. Lewis Durfee. The local paper was represented and pictures were made of the occasion.

X. Tuesday, October 29, 1968

- A. Mr. D. L. Weatherly, County Coordinator for Henderson County, visited the Business and Professional Women's Club meeting in Lexington on the evening of this date. On this occasion the "Handicapped Citizen of the Year" award presentation was held.

RADIO AND T. V. SURVEY REPORT
WEST TENNESSEE
ERNIE RICHARDS, FIELD REPRESENTATIVE

<u>STATION</u>	<u>LOCATION</u>	<u>DATE CONTACTED</u>	<u>NEWS DIRECTOR</u>	<u>COMMENTS</u>
WIRJ Radio	Humboldt Gibson Co.	July 3, 1968	Mrs. Jack Ray	Mrs. Ray reported that they are receiving our spot announcements on schedule. They do use them and states that we can be assured of our "fair share" of the time allowed for such spots. Mrs. Ray did not seem "overly inspired" or overly optimistic about the Governor's Committee program. Will make another call at later date to meet with Sta. Mgr.
WKBJ Radio	Milan Gibson Co.	July 3, 1968	Mr. Bill Haney, Mgr. Mr. Larry Dumphy, Dir.	Mr. Haney is receiving and using our spots and promises full cooperation on "special events" when needed. Very good reception here and can expect "more" than the usual by frequent visitation.
WDSG Radio	Dyersburg Dyer Co.	July 5, 1968	Mr. William Bryant	Have known Bill Bryant for years and he is one of our greatest supporters. We get more than we can ordinarily expect from this station. Mr. Bryant handles the chores also of News Dir. Now associated with this station, as Sales Mgr.; is Mr. F. E. Pitts, our Dyer Co. Coordinator. We have no "problems" with WDSG.

WTRO Radio	Dyersburg Dyer Co.	July 5, 1968	Mrs. Alvin Wood	<p>The reaction from Mrs. Wood was not too good. They receive spots and her statement was, "we have used a few". However, she promised full cooperation for NEPH Week in October. We may have complications here because of the "full ties" with the competitive station. This is understandable but will continue to attempt full reconciliation and cooperation.</p>
WDXI Radio	Jackson Madison Co.	July 2, 1968		<p>Did not complete or finalize these visits because of managers and program people out or on vacation. Will re-work these stations and report fully at later date.</p>
WTJS Radio	Jackson Madison Co.	July 2, 1968		<p>" " " " " " " "</p>
WDXL Radio	Lexington Henderson Co.	July 8, 1968	Mr. Bill Ennox	<p>The reception here for our program is excellent. They are receiving our spot announcements and on both their a.m. broadcast and the F.M. facilities, they are giving us about 15 spots per week.</p>

NORM Radio Savannah
 Hardin Co.

July 8, 1968 Mrs. Edith Strickland

She is very competent and very cooperative with the Governor's Committee program. She stated that they used our 10 and 20 second spots but were using them often as possible. Will work with us in any way.

WDTM Radio Selner
 McNairy Co.

July 8, 1968 Mr. Aubrey Whitaker

NEW STATION - they naturally are not or have not received any of our materials. The Station Manager promised full cooperation with us at any time.

WHHM Radio Henderson
 Chester Co.

July 8, 1968 Mr. Don Fenimore

NEW STATION - Mr. Fenimore is a very close friend of our Chester Co. Coordinator, Dr. Campbell. He promised that he would work closely with Dr. Campbell. They have received no materials obviously.

WBHT Radio Brownsville
 Haywood Co.

July 9, 1968 Mr. Roy Davis

Mr. Davis receives our materials and uses our spots on both AM and FM broadcast schedules. Our reception and cooperation is excellent at this station.

WKBL Radio Covington
 Tipton Co.

July 9, 1968 Mr. Dave Stewart

Cooperation is good here. It will be even better after this contact. They work well with the local newspaper which is operated by our Tipton Co. Coordinator, Bill Simonton. They use our spots on both AM and FM broadcasts.

WTRB Radio	Ripley Lauderdale Co.	July 9, 1968	Found no responsible person on duty - only the announcer. Will re-visit this station at a later date.
WTNE Radio	Trenton Gibson Co.	July 11, 1968	NEW STATION - They will begin using our spots just as soon as they receive them. The station does not have a mgr. at this time. We can expect good cooperation here in the future.

WJAK Radio	Jackson Madison Co.	July 15, 1968	Mr. Tom Mapes	Had nice talk with the station manager, Tom Mapes. Bob Blow, the Gen. Mgr. and owner was in Florida on vacation. They are receiving spots and use them on their Bulletin Board Program "almost" daily. At invitation of Tom Mapes, will appear on his "Dateline Program". early in August. Good reaction and reception.
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WTJS Radio	Jackson Madison Co.	July 15, 1968	Mr. Leslie Brooks	Had nice talks with Jimmy Allen, Traffic Manager, and then with Mr. Leslie Brooks, station manager. Things are excellent here. These are "old" and personal friends of Field Rep. They use our spots regularly and are also proud that their ABC network uses Hire Handicapped spots nationally. Field Rep. requested to appear on a live broadcast on morning of July 25. They promise full cooperation and extra time during October.
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WDXI Radio	Jackson Madison Co.	July 15, 1968	Mr. Charlie Simms	Had one hour visit and talk with Charlie Simms, the station manager and a personal friend of Field Rep. for many years. This station is one of the "Aron Robinson stations"
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(There are six of them in Tennessee). Mr. Ken Morston, Gen. Mgr. and Vice-President of the Aron Robinson stations has his offices at WDXI also. Mr. Morston has served on the Gov. Com. in years past. So we have good friends and top-notch support at this station. They use all materials regularly. We have an "open door" here at any time.

Mr. Jim Freeland

July 16, 1968

McKenzie
Carroll Co.

WATA Radio

This is the only independent TV station outside of Memphis in West State Region. Mr. Jim Freeland is owner and Gen. Mgr. Jim is a brother of Mike Freeland who owns the station in Garden. The Freelands are "old" acquaintances of this Field Rep. Having known Mike in radio in Middle Tenn. a few years back. This station uses our spots on a weekly basis - no set schedule given. Good interest here and full cooperation can be expected

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Mr. John Latham

July 16, 1968

McKenzie
Carroll Co.

WHDN Radio

Mr. John Latham, station manager, was out of the town of the day. The Prog. Dir. was "on the air" with a one hour show and could not talk to him. Two very nice ladies who handle "traffice", type up schedules, etc assured this Field Rep. that they are using our spots "very often".

They showed deep interest in the program and promised that we can expect full cooperation from WEDM any time we want it. Left calling card for Mr. Latham.

WONT Radio

Martin
Weakley Co.

July 16, 1968

Mr. Duke Drumm

The Gen. Manager of this station is Mr. Duke Drumm our County Coordinator for Weakley Co. We of course have no problems in any respect here. Mr. Drumm also employs two handicapped people at the station. They will have new facilities by next year.

WENK Radio

Union City
Obion Co.

July 16, 1968

Mr. J. R. Moore

Talked first with Mr. Moody Cobb who serves as asst. station Mgr. and also salesman. Later talked to the manager, Mr. Moore, who by the way is slightly handicapped (bad right hand). This station has beautiful new studios and equipment. It is another "Aron Robinson station". They receive our spots regularly and do use them on a regular schedule. Reception here is excellent and we have an invitation to use their facilities at any time. Mr. Moore is a very close personal friend of our Obion County Coordinator, Mr. Harry Hudson.

WBOL RADIO	Bolivar Hardeman Co.	July 17, 1968	Mr. Ralph Clenny	Had nice talk with Mr. Ralph Clenny the station manager. He states that they use our spots every week. He further promises to work closely with Mrs. Jones and her Hardeman County Committee. Mr. Bill Morrow, an announcer, serves on Mrs. Jones' committee. Good relations here.
WPIC Radio	Waverly	July 18, 1968	Miss Becky Daniels	WPIC is owned by a former employer of this Field Rep., Mr. Bob McKay of Columbia. The Station mgr. is Dean Bush, also a long-time personal friend of this Field Rep. Found Mr. Bush was in hospital with disc trouble in back. Talked with a gorgeous brunette Miss Becky Daniels who serves as Prog. Director. She assured that they do use our spots and materials on a regular basis. This is a rather small operation but we have good cooperation. Mr. Bush and our Humphrey Co. Coord., Dr. Robert King, play golf together every Thursday.
WTEL Radio	Carden Benton Co.	July 18, 1968	Mr. Ron Lane	The station manager is Ron Lane. Ron is a very severely handicapped person but a wonderful radio man. He, by the way, has been nominated by the Benton Co. Committee for "Handicapped Citizen." We are in excellent shape here.

Ron issued a special invitation to appear on his station any time we desire. Also he works very closely with W. C. Herndon, Denton Co. Coord and Gene Kemp who manages the Camden Training Center. We have excellent relationship here.

WTPR Radio

Paris
Henry Co.

July 16, 1968

The station manager was on vacation but had long visit with Reed Brewer, the asst. Mgr. This also is an Aron Robinson station. Has beautiful new studios. Good cooperation - they are using our materials. Have invitation to use their station at any time. Can expect extra time during October.

WHBQ TV	Memphis Shelby Co.	July 22, 1968	Mr. Gordon Lawhead	Held discussions with Mrs. Wade, Mr. Lawhead's secretary. Found that WHBQ cannot use our materials on TV. They would use "quality" film strips if available.
WHBQ Radio	Memphis Shelby Co.	July 22, 1968	Mr. Tom Norton	He's very anxious to serve our program in a greater way. Then followed a talk with Mr. Curt Alexander who now manages the WBQ FM Station. THIS IS NOW A SEPARATE OPERATION.
WDIA Radio	Memphis Shelby Co.	July 22, 1968	Miss Martha Wehman	She said she <u>was not</u> receiving our spot announcements. Wrong address.
WTCV-FM Radio	Memphis Shelby Co.	July 22, 1968	Mr. Bob McDowell	NEW STATION- TO GO ON THE AIR IN AUGUST. Reception, interest excellent.
WGMM Radio	Millington	July 22, 1968	Mr. Bill Brown	Found they are receiving spots regularly and are using them each week. Mr. Brown is very cooperative and wants to use extra materials in October. Actually a very small operation- but good.
WHER Radio	Memphis Shelby Co.	July 23, 1968	Mr. Charles Sullivan Miss Nina Sallie - Prog. Dir.	This station has for a number of years been one of the most cooperative with our Memphis program people. They do use our spots on a regular basis and we are invited to do a special taped show for NEPH Week in October.

WREC TV	Memphis Shelby Co.	July 23, 1968	Mr. Jack Michaels	<p>Mr. Michaels stated that at present there was nothing they could run for us because they use <u>only color slides</u>, video tapes, etc. Suggested that "<u>to keep pace</u>" we were going to have to "<u>get on the ball</u>" as he put it, and arrange to produce some materials as so many of the other public service programs are doing - such as Heart Fund, Cancer Crusade, etc.</p>
WNQM Radio	Memphis Shelby Co.	July 23, 1968	Mr. Les Acree	<p>He stated they used our spot announcements on a regular basis. He says they can use more "fresh" 10-second spots. Promises full cooperation at any time. Feel free to call on them when we need time for anything special.</p>
WPIP Radio	Collierville	July 24, 1968	Mr. Joe Dyer	<p>NEW STATION - It goes without saying they are not receiving our materials. However, Mr Joe Dyer, Station Manager promises full cooperation and will schedule spots as soon as they receive them. Have been on the air since 1966.</p>
WKNO TV	Memphis Shelby Co.	July 24, 1968	Mr. Fred Willis	<p>This is the "Educational Television" station located on the campus of Memphis State University. Mr. Willis was a joy to</p>

talk to. Really is a believer and supporter of the "Hire the Handicapped" program. He states they do and will continue to use any video tapes or films that are quality. This Field Rep. is to write him in August requesting a "taping date" for a fifteen minute program to be used during NEH Week. Also found that WKNO feeds all of their programs to the new Educational TV station now on the air at Lexington. This relieves the present necessity for calling on "Lexington TV". We can expect more than our share at WKNO. Only up to us and for the asking.

WMC TV & Radio

Memphis
Shelby Co.

July 24, 1968

Peggy Rolfes
Norm Brewer

Here again we discussed the lack of useful materials for TV on our part. They can use

nothing but "color". However, it is better on radio. Peggy "pulled the book" and showed where they scheduled five (5) of our spots per week. She stated that she hoped we would visit her at a more convenient time in the near future to make some plans to use WMC in a good way during October. (She was assured that we would comply). Both Peggy and Norm Brewer, News Dir. serve on our Shelby County Committee. Excellent relations here.

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WMPS Radio

Memphis
Shelby County

July 24, 1968

Mr. Ed Crump

This is one of the older and better established stations of Memphis. Mr. Crump keeps a Public Service "ledger" on spots used. He proudly showed where WMPS ran 37 of our spots in May and 42 spots during this past month of June. So far in July they had run 31 times. So it is quite evident that we are "in" at WMPS. This Field Rep. will tale a 15 min. program with this station the first week in October for NEPH Week - the Program is entitled "Let's Talk It Over".

MIDDLE TENNESSEE REGION ANNUAL REPORT

Mr. Jerry A. McClain

Field Representative

Inasmuch as this is the initial Annual Report by this staff person, perhaps it would be well to precede the report period as indicated and also include the period from November 15, 1967, the date in which my employment commenced.

The early phase of my work centered almost exclusively on an orientation program in becoming aware of the broad aims and objectives of the Governor's Committee on Employment of the Handicapped program. Mr. Quency Scruggs, Executive Secretary, patiently spent numerous hours indoctrinating me in all aspects of the program and particularly in the duties and responsibilities of a Field Representative. Various reading materials on the past and present Tennessee Handicap program, programs of other states, and the President's Committee program were made available for my study.

In early December 1967 an opportunity was made for me to spend two days with Mr. Ernie Richards, the experienced Field Representative for the West-State Region. The first day involved a more informal discussion with Mr. Richards regarding basic techniques of County organization. The second day we went out into three of the West Tennessee Counties, calling on Coordinators, Workshops, and a Vocational Rehabilitation office. The two days with Mr. Richards was a very informative and helpful experience.

On December 15, 1967, Mr. Scruggs extended an invitation for me to accompany him in attending a meeting of the Inter-Agency Advisory Council.

As a result of being present at this meeting, a better insight as to the functions of the Council was obtained.

During November, 1967 and through a portion of December, 1967 (less the Christmas Holidays), the principle focus of my activities revolved around becoming orientated to the various facets of the Governor's Committee program. It was also during this period that I began meeting and discussing the program with the many persons with whom I would be working.

In December, 1967, along with the orientation (which still continues), my chief area of work was in organizing programs at the county level. The county organizational efforts was to remain as the main focus also during January and February, 1968. We were indeed fortunate in early December when Mr. Bill Hartnett, a Staff Director for the Nashville Chamber of Commerce, agreed to serve the Governor's Committee as Regional Chairman for the Mid-State area. Numerous meetings have been held with Mr. Hartnett to discuss methods of obtaining program objectives in the Mid-State Region for which he has responsibility.

The most pressing priority which subsequently occupied the majority of my work efforts during December, 1967 and January and February, 1968 was the selection and appointment of County Coordinators in the Mid-State Region. This Region consists of the thirty-nine (39) Middle Tennessee Counties. By the end of February, 1968, twenty-five County Coordinators in my Region had been selected and letters of appointment from Governor Ellington received. In every instance great care was exercised in selecting a person as Coordinator for his respective county who; firstly, had a real dedication as to the needs of handicapped persons and willingness to assist in creating better employment opportunities for them; secondly, we have deliberately endeavored to select a person who is in good standing in the community,

respected and knowledgeable of the local situation. Inasmuch as the Field Representative is not always familiar with the leadership structure at the county level, we have depended on and benefited from Agency Staff locally based that have some responsibility for handicapped persons. Employment Security Staff, Welfare Staff and particularly Counselors from the Division of Vocational Rehabilitation have been most cooperative in helping the Field Representative select County Coordinators to carry out the program.

During this period the Field Representative had the pleasant occasion to attend a Regional meeting of Vocational Rehabilitation Counselors on January 31 at the Central State Hospital in Nashville. Almost without exception we find that the counselors are great supporters of our program. We are mindful, however, that the Governor's Committee serves all State and local agencies having responsibility to handicapped persons and concentrate always in creating a better employment climate for them.

In conversations and planning sessions with Mr. Scruggs, it was agreed advisable to commence the organization of County Committees that would assist the Coordinators in carrying out the program. The rationale for this prior to the time that we had all of our coordinators appointed was to retain the interest and motivation for those who had agreed to serve. It is the general feeling that a County Committee is not absolutely mandatory for each and every county, but only where needed. It may also be well to point out that we intend to return to the selection of Coordinators until each county has such a representative. Some of this work may be done along with the Committee organization emphasis. At any rate, the month of March, 1968 was largely devoted in returning to those counties where coordinators

had been appointed and assisting them in establishing what we hope will be a sound program. In the Mid-State Region at the conclusion of this report period, we have approximately ten workable County Committees. Some of the Coordinators do not feel this need.

As a point of interest, on March 27 this Field Representative had the opportunity to attend a meeting of the West-State Coordinators in Jackson. We find that a common denominator does truly exist. We suffer some of the same pitfalls, rejoice in similar accomplishments and aspire in mutual goals - that being in having a small role in helping the handicapped demonstrate their abilities - not their disabilities.

At the end of this report period for a quarter the Field Representative had traveled some 9,597 miles, talked to dozens of fine, outstanding community leaders regarding the handicap program, had played a small part in the selection of 25 County Coordinators and 10 County Committees, encouraged participation in the Ability Counts Contest and tried to further the splendid cooperation we find among the various participating agencies.

Without reservation we can say, a beginning has been made - much work remains to be done.

During the months of April, May and June, 1968 the basic focal point of the priorities in the Mid-State Region was directed essentially to organizational activities in the counties where we did not have a Governor's Committee program. Considerable time was devoted during this period to the selection of a qualified person who, was willing to (without pay) devote time and energies by serving as a member of the Governor's Committee (sometimes referred to as County Coordinator). In every instance we endeavored to select an individual who possessed a philosophy compatible to the Employ

the Handicapped Program, was well known and respected in the Community and willing to work diligently in his County to further promote employment opportunities for the handicapped. In instances where the Field Representative was not knowledgeable of the leadership structure in a particular county, we have benefited greatly from recommendations provided by agency staff in the field. It is the intention of the Field Representative to work toward the further development of this cooperative relationship in the months ahead.

Coupled with the selection of Governor's Committee members in the respective Mid-State counties, was the time spent in orientation and organization. Our goal was to insure that the county Coordinator fully understood program objectives and had readily available the resources with which he could develop a continued program of promotion, education, public relations and employer contacts to be carried out within his county in order to create a better climate of employment for the handicapped.

In order to successfully accomplish the foregoing objectives, the Field Representative worked with the Governor's Committee members during this period in assisting them to select local persons willing to serve as members of their subcommittees. Particular attention was given to seeking out individuals especially capable in the areas of information and publicity, Employer, Research and public Service, and Special Events (i.e. awards, citations, contests, etc.).

The Executive Secretary, assisted by the Field Staff, developed a "program Guide" designed to better acquaint our Governor's Committee members with a recommended organizational structure. In May, this booklet was returned from the printer and subsequently given wide distribution among our county Coordinators this quarter. It is my impression that the "Program

Guide" has served well as a tool in enhancing the organizational and orientation phase.

In June the Field Representative began working with the Governor's Committee members in Middle Tennessee toward the selection of a Handicapped Citizen and Employer of the Year in each of the twenty-six counties where we had thus far established programs. Many of our Coordinators were benefited greatly by recommendations of worthy candidates from various agency personnel. Our purpose of working for the selection of a handicapped citizen and employer of the year in every county was twofold; first, to recognize outstanding accomplishments and secondly, to create additional publicity as to the needs of the Employ the Handicapped program.

Among the highlights of activities during this quarter would be the following:

- (1) April 1 - Attended staff meeting in Central Office.
- (2) April 24 - Attended "Ability Counts" (report writing) Award Ceremonies in the Governor's Office.
- (3) May 1 - 3 Participated in the Annual meeting of the President's Committee on Employment of the Handicapped in Washington, D.C.
- (4) May 13 - Attended staff meeting in Central Office.
- (5) May 14 - Attended luncheon meeting of the Volunteer State Rehabilitation Association in Nashville.
- (6) May 15 - Participated in a meeting in Nashville with Representatives from Employment Security, Vocational Rehabilitation, Veterans Administration, County and Federal Coordinators, to discuss the Employ the Handicapped program in Middle Tennessee.
- (7) May 28 - Attended opening ceremonies of the A. P. Mills Industries for the Blind in Memphis.

(8) June 4 - Met with Mr. Bill Hartnett, Middle Tennessee Regional Chairman, to discuss plans for the Handicapped Citizen and the Employer of the Year Awards contest.

In July, the entire month was largely devoted to conducting a survey of all the radio and television stations in the thirty-nine (39) Middle Tennessee counties. The Field Representative was on annual leave from July 5 through July 16. The radio and TV survey covered the period of July 17 through August 16. The primary objective of such a survey was to encourage Station Managers and program Directors to give public service air time to the promotion of the Employment of the Handicapped Program. In the course of the survey we were very much interested in determining the extent of those stations which were utilizing spot announcements and releases prepared and mailed from our office. Additionally, we wanted to know if the type of releases in which we were making available was satisfactory to meet their needs. One result of the survey was to learn that with the modernization of the radio industry, program Directors were particularly interested in receiving discs and tapes. It was felt that these may very well serve as an incentive for the stations to air our releases more frequently. Certainly one of the most rewarding aspects of the survey was the conclusion that even a higher percentage of stations than anticipated were airing our releases. Several stations indicated that where they had not used our releases before, they would make it a part of their program now. Other stations indicated they would air our releases more frequently. For a more detailed account of the radio and TV survey, please refer to the special report herewith attached.

Preparations for special events and programs to celebrate N.E.H. Week in October were underway in August. The Field Representative met with

the Governor's Committee members and their respective subcommittee members in the Mid-State Region to initiate planning for the special activities at the local level. Particular attention was given to those counties which had selected a Handicapped Citizen and Employer of the Year.

Into September our efforts to plan appropriate programs for NEH WEEK in Middle Tennessee were intensified. The entire work schedule of the Field Representative was devoted to assisting our County leaders in firming up program plans, arranging for special speakers and to secure the widest possible publicity for these events. Our Governor's Committee members are to be commended for the long hours of dedicated labor to this task. Members of the mass media were contacted and requested to cooperate in giving advance publicity to the coming events. We are grateful for the excellent reception and cooperation with which these requests were met. Other promotional materials, such as posters and place mats (calling attention to NEH Week) were widely distributed. Civic Clubs in the communities were enthusiastic about sponsoring our meetings and of great value in assisting with overall publicity.

Our Central Office was kept advised of progress being made with plans for NEH Week in the Middle Tennessee Counties. Our Executive Secretary coordinated the NEH Week plans and carefully avoided any conflicts in program scheduling during the activity filled days ahead. His services in working with the Field Representative in securing high quality and capable speakers to be used in October was also very valuable. The Central Office was alerted to the need of preparation of Award Certificates for winning Handicapped Citizens and Employers in the counties. He and the Office Staff maintained a close contact with the printer to assure that the certificates would be available when needed. Listed below are some of the special activities during this quarter:

- (1) Attended Staff meeting in Central Office, July 1.
- (2) July 5-16 - Field Representative on Annual Leave.
- (3) August 19 - Attended staff meeting in Central Office (Developing plans for NEH Week.
- (4) August 27 - Participated in a special planning session with Mr. Andrew Mitchell, Governor's Committee member for Fentress County, and Mr. E. J. Wood, Principal of Alvin C. York Institute, in Jamestown, for the purpose of developing a program to honor Mr. Kelly Duncan, recently named as Tennessee's Handicapped Citizen of the Year.
- (5) September 16 - Conference with Middle Tennessee Regional Chairman, Mr. Bill Hartnett, to discuss NEH Week plans.

For a more detailed report of activities during October (emphasizing the observance of NEH Week) in Middle Tennessee, please refer to a special report (attached herewith) prepared and submitted to our Executive Secretary. As indicated in subject report, we are pleased with the wide participation in the respective Mid-State Counties and particularly the quality of the many splendid programs.

November offered the opportunity to reflect on the strengths and weaknesses of the various programs conducted in October. This was a time in which the Field Representative met with the County Coordinators to mutually evaluate the extent of program successes and objectively discuss how we might improve on these in future months. One area of concern was how we might best capitalize on the enthusiasm and interest generated during the October programs. Our leadership is strongly motivated in broadening the base of activity in their counties and strengthening a year-round program. Considerable time was devoted to looking ahead to 1969 and discussing methods to expand the county programs.

By mid-November the Field Representative was calling on the Middle Tennessee Coordinators to promote our 1969 "Ability Counts" writing contest. This contest, open to junior and senior high school students, is co-sponsored by the Governor's Committee, Department of Education, Tennessee Disabled American Veterans, Business and Professional Women's Clubs and the Tennessee State Labor Council, AFL-CIO. To participate, students are asked to investigate how handicapped workers in their communities are proving that "ability, not disability, counts." A field trip to local places of employment; the local offices of the State Employment Service, Division of Vocational Rehabilitation, and the Veterans Administration; talks with labor union officials; contact with public and private organizations providing services to the handicapped; and interviews with handicapped persons themselves are recommended to students as a part of their community survey. Students are then asked to write a 750 word report on the 1969 theme: "What every Employer Should Know About Handicapped Workers". Local, State and National winners are awarded prizes and appropriate recognition. Not only does this stimulate broader interest among young people but also serves as an excellent means of further promoting the Employ the Handicapped to the general public.

During December, the Field Representative continued to promote the "Ability Counts" report writing contest. A great percentage of this time was spent in organizing plans with the Governor's Committee members for as broad a base of participation in this contest as possible. The Field Representative also called on as many high schools in the Mid-State Region that his schedule would permit to distribute contest materials and particularly to encourage High School principals and English Teachers to promote this worthy project among their students. The Christmas holidays of course occurred

during this month and plans were made to carry this aspect of our program forward into the month of January, 1969. We hope to continue to involve the Governor's Committee members, their committees, principals and English teachers of the local high schools, in the achievement of maximum participation in the "Ability Counts" writing contest.

Early signs would seem to point to an excellent contest and increased involvement. We take pride in the apparent interest thus far displayed in the Middle Tennessee counties. It is a pleasure to call special attention to Wilson County in relation to their initiative and enthusiasm in promoting the contest. Under the most capable leadership of our Governor's Committee member, Mr. T. A. Bryan, Lebanon, the Kiwanis Clubs are sponsoring this project and securing wide attention of the public. In addition to helping the Governor's Committee promote the contest in the Wilson County Senior High Schools, Kiwanis will offer local prizes for winning reports and render appropriate community recognition for same. The Field Representative is encouraging other counties to follow the Wilson County leadership and obtain if at all possible local sponsorship for the "Ability Counts" contest.

In connection with the "Ability Counts" promotion during December, the Field Representative has endeavored to lay the groundwork for the Middle Tennessee organizational pattern for 1969. Already several Governor's Committee members have been contacted regarding their willingness to continue their leadership role through next year. It is encouraging to report that a sizable percentage of the Mid-State Coordinators have given their consent to continue the much valued service to the Employ the Handicapped program. In the counties where there will not be reappointees, new leadership will be sought out. It might be well at this juncture to relate

that the Field Representative recognizes that there is a need in Middle Tennessee to further develop a cooperative working relationship with other agency personnel and herein which will offer a more dynamic program geared at enhancing employment opportunities for our handicapped citizens. It is therefore, our sincere intent, to the best of our abilities, to utilize all possible workable resources in cooperatively building together the finest program of Employment of the Handicapped the Nation can offer.

Quarter activity highlights are listed as follows:

(1) October - Please refer to attached special report detailing activities for this month.

(2) November 6 - Attended an all day staff meeting at the Central Office of Vocational Rehabilitation in Nashville.

(3) November 15 - Met with Mr. Frazier Harris, Vocational Rehabilitation Regional Director, Middle Tennessee and Mr. John Whitaker, Case Supervisor.

(4) November 22 - had a conference with Mr. Bill Hartnett, Regional Chairman of the Governor's Committee for Middle Tennessee, to review program progress during the preceding months and projected plans for the coming year.

(5) November 22 - In conference with Mr. Frazier Harris, Middle Tennessee Regional Director of Vocational Rehabilitation.

(6) November 27 - Visited Middle Tennessee Services for the Blind Office in Nashville.

(7) November 29 - Attended a Staff meeting in Central Office.

(8) December 11 - Visited Vocational Rehabilitation Office in Cookeville.

(9) December 17 - Visited Vocational Rehabilitation Office in Hohenwald.

(10) December 20 - Attended Annual Christmas party at Central Office of Vocational Rehabilitation in Nashville.

SUMMARY OF ACTIVITIES AND EVENTS

IN MIDDLE TENNESSEE DURING

NEH WEEK - 1968

SUBMITTED BY:

JERRY A. McCLAIN, FIELD REPRESENTATIVE

National Employ the Handicapped Week was observed the Week of October 6-12. Formally the observance was initiated in Tennessee by the signing of a proclamation on October 1st by Governor Buford Ellington, declaring that the State would again observe this special week and promote numerous activities across the State.

The actual planning and promotion for special programs in Middle Tennessee commenced several weeks in advance of N.E.H. Week. The Field Representative was in contact with his Governor's Committee Members (coordinators) throughout the Mid-State Region for the purpose of encouraging County/Local participation in the observance of N.E.H. Week. Special promotional materials, such as posters and place mats were widely distributed. The Field Representative had the honor of being involved in the early planning stages for a number of formal programs held in Middle Tennessee, as a part of the overall observance of the N.E.H. Week. Particular attention and program planning was given those Counties which had selected a Handicapped Citizen and Employer of the year. It should be stated however, that to the best of our knowledge all Counties, in varying degrees, participated in N.E.H. Week. Not all Counties had Award or Citation presentation meetings were involved in promoting N.E.H. Week. An accurate record at this early date of the number of Counties and Communities in Middle Tennessee issuing local proclamations has not yet been obtained but the evidence would suggest that this activity fell somewhat short of our anticipation. Perhaps it would be well to lend greater emphasis on this objective next year.

Outlined below is a listing of those Counties in Middle Tennessee which selected a Handicapped Citizen of the year and held appropriate award meetings to recognize these outstanding handicapped citizens:

COUNTY

NAME OF HANDICAPPED CITIZEN

Warren

B. F. Yates

Putnam

B. F. Yates Note: (Mr. Yates was a joint nominee from Warren and Putnam Counties as a Candidate for Tennessee's Handicapped Citizen of the Year.)

White	James Martin Lee
Lincoln	Billy Sanders
Fentress	Kelly Duncan Note: (Mr. Duncan was selected from all nominees to be Tennessee's Handicapped Citizen of the year.)
Maury	James F. Keiran, Jr.
Bedford	Billy W. Ogles
Davidson	Victor C. Conotser
Cannon	Dorris Tenpenny
Giles	Jimmy Ashton

In addition to the Handicapped Citizen Award winners, the following Middle Tennessee Counties selected an Employer of the Year and similarly made appropriate presentations.

<u>COUNTY</u>	<u>EMPLOYER</u>
Lincoln	Curtis Phillips
Maury	Speedy 66 Service Station
Bedford	Lockheed-Marietta
Giles	John Norton
Davidson	Western Electric

It would have been desirable for all of the Mid-State Counties, particularly where we have Governor's Committee Members, to have selected a Handicapped Citizen and Employer of the Year. This of course was not the case and the most frequent reason for not having such selections was "we felt we did not have an appropriate candidate". It is known that several meetings were held to promote N.E.H. Week where no awards were presented.

As to a statement of evaluation regarding N.E.H. Week activities in Middle Tennessee, I am generally well pleased with the coverage given and particularly the quality of the many splendid programs. Interest is high in the Governor's Committee Program in Middle Tennessee and the opportunity right for capitalizing on this atmosphere by continuing to enrich and expand our efforts.

RADIO AND T. V. SURVEY REPORT
MIDDLE TENNESSEE
JERRY A. McCLAIN FIELD REPRESENTATIVE

<u>STATION</u>	<u>LOCATION</u>	<u>DATE CONTACTED</u>	<u>NEWS DIRECTOR</u>	<u>COMMENTS</u>
WHIN RADIO	GALLATIN (SUMNER CO.)	July 17, 1968	Mr. Lee Raines,	Mr. Raines, News Dir., indicated that WHIN radio has in the past received our releases but was of the opinion that in recent weeks have not been receiving same. Mr. Raines indicated that he would check his records to determine the possibility that the spot announcements were received but in fact did not reach his desk. Mr. Raines further indicated that as a public service he would be pleased to air the releases when they come in. Mr. Benny Williams is the Program Dir. for WHIN and it is recommended that our spots be mailed to him.
WCOR RADIO	LEBANON (WILSON CO.)	July 18, 1968	Mr. Jim Henderson	Mr. Henderson, News Dir., for WCOR radio was pleased to report that he received our releases regularly and these are aired once or twice daily. Mr. Coleman Walker is the Program Dir. for WCOR.
WFMG RADIO	GALLATIN (SUMNER CO.)	July 18, 1968	Mr. Jim Sparks	Mr. Jim Sparks, News Dir. for WFMG radio reported that our releases have been received regularly for several months now and aired at least twice daily.

WAMG RADIO	GALLATIN (SUMNER CO.)	July 18, 1968	Mr. Jim Sparks	WAMG and WFMG as listed above have the same ownership and management. Mr. Sparks stated that WAMG also airs our spot announcements at lease twice daily.
WDBL RADIO	SPRINGFIELD (ROBERTSON CO.)	July 19, 1968	Mr. John Adkins	Mr. John Adkins, News dir. for WDBL reports that this station as a public service airs our releases on a regular basis. Mr. Adkins gave every evidence of having the qualification to serve as a prospect for coordinator of Robertson County and some discussion was given to the possibility. Mr. Don Trumphour is Program Dir. for WDBL.
WJZM RADIO	CLARKSVILLE (MONTGOMERY CO.)	July 19, 1968	Mr. Warren Causey	Mr. Warren Causey, News Dir. WJZM radio indicated that this station does receive and use our releases at least once daily.
WDXN RADIO	CLARKSVILLE (MONTGOMERY CO.)	July 19, 1968	Mr. Sam Brown News Editor	Mr. Sam Brown was not available for interview on this date and field rep. was referred to an assistant by the name of Mr. Don Ladd. Mr. Ladd was exceedingly cooperative and stated that WDXN for some time now has aired our news releases and would be pleased to assist in any other means in getting our message before the public. Mr. Ladd further suggested

that if this agency could make available tapes regarding the needs of handicapped individuals that the station would also air these in addition to our regular releases. Mr. Ladd requested on this date that the news releases and any other material be directed to his attention and mailed to P.O. Box 724 to assure that we will continue this public service

WJKN Radio	Hartsville Trousdale Co.	July 23, 1968	Mrs. Linda Porter	Mr. Chester Davis, Station Manager was contacted on this date and indicated that WJKN received our releases on a regular basis and airs them on a average of twice daily.
WJKN Radio	Lafayette Racon Co.	July 23, 1968	Mr. Jack Williams	Mr. Williams, News Director, for WJKN radio indicated that they do receive and use our spot announcements as frequently as possible.
WRKM Radio	Carthage Smith Co.	July 24, 1968	Mr. Clyde Major	Mr. Major, News Director for WRKM radio was pleased to report that they receive our releases and air them as frequently as possible. Mr. Major checked his records in an effort to determine how often our releases were aired but could not be certain of this. He felt, however, that they were aired at lease once daily.
WJKN Radio	Nashville Davidson Co.	July 24, 1968	Mr. Ken Bramming	Mr. Bramming, News Director, for WJKN reported that this station has for some time now given public service airing of our news releases. Mr. Bramming stated that WJKN would discontinue service as it was going off the air effective July 31, 1968.

WKDA
Nashville
Davidson Co.

July 24, 1968

Mr. Gary Edwards

Mr. Gary Edwards, New Director for WKDA Radio, reports that our program is one in which they do lend public service announcements. Our releases are received monthly and they endeavor to air them once or twice daily.

WLAC Radio
(FM)

Nashville
Davidson Co.

July 25, 1968

Mr. Bill Johnson

Mr. Bill Johnson, News Director for WLAC FM Radio reported that they regularly receive our spot announcements, and air them on an average of twice a week. Mr. Johnson said that they would try to air them more frequently in the future.

WMAK Radio

Nashville
Davidson Co.

July 25, 1968

Mr. Jack Ldgar

Mr. Edgar, News Director for WMAK for some reason was not familiar with the Governor's Committee program and did not recall having seen our news releases. He called on Mr. Joe Sullivan, Program Director to determine whether or not he was familiar with our releases. Apparently our releases have not reached either of their desks but both Mr. Ldgar and Mr. Sullivan advised that if we directed our announcements to their attention, they will make sure that they are aired.

WNAH Radio	Nashville Davidson Co.	July 25, 1968	Mr. Woody Woodard	Mr. Woodward, News Director for WNAH asserted that to the best of his knowledge our releases have not been aired but in the future he will see that they are included in the public service programming. Mr. Woodward also said that he would see that a special tape is prepared for our announcements.
WLAC Radio (AM)	Nashville Davidson Co.	July 25, 1968	Mr. Bill Johnson	Mr. Bill Johnson, News Director for WLAC AM indicated that they receive our releases and air them at least twice a week.
WCKN Radio	Dickson Dickson Co.	July 26, 1968	Mr. Bill Potts	Mr. Potts reported that he was pleased that they do use our releases as a public service, received them regularly and endeavor to air them at least once daily.
WHLP Radio	Centerville Hickman Co.	July 26, 1968	Mr. Jack Toddy	Mr. Toddy, News Director for WHLP radio advised that WHLP received our releases and air them as often as they can schedule same in their programming.

WFLT Radio	Franklin Williamson Co.	July 29, 1968	Mr. Charles Librell	<p>Mr. Charles Librell, News Director stated that WFLT radio has for several months now given air time to our public service announcements. He estimated that the station airs our releases on an average of 3 times daily.</p>
WAGG Radio	Franklin Williamson Co.	July 29, 1968	Mr. Bill Ormes	<p>Of all the radio stations thus far contacted by this representative, WAGG probably received us with the most enthusiastic report. Mr. Bill Ormes, News Director indicated that the station on the average will air our releases 21 times a week.</p>
WENO Radio	Madison Davidson Co.	July 30, 1968	Mr. Sonny Ledet	<p>Mr. Sonny Ledet, who also serves as Program Director for WENO indicated that they do air our spot announcements at least 4 times weekly. Mr. Ed Jenkins is station manager for WENO.</p>
WNCN Radio	Columbia Paury Co.	July 30, 1968	Mr. Earl Williford	<p>Mr. Williford, who is station manager and also serves as News Director seemed quite enthusiastic about the Governor's Committee program and estimated that WNCN airs our releases on the average of one spot a day.</p>

WKRM Radio	Columbia Baird Co.	July 30, 1968	Mr. Jerry Dooley	<p>Mr. Jerry Dooley, News Director stated that WKRM has in the past aired our releases but due to the numerous political announcements presently being aired, has discontinued our releases at this time. He anticipated using our spot announcements again in the near future. Our releases should be mailed to Mr. Jim Carrigan.</p>
WGNS Radio	Marfreesboro Rutherford Co.	July 31, 1968	Mr. David Potts	<p>Mr. Potts, News Director stated that WGNS does receive and use our releases on a regular basis. Mr. Jerry Brown is Program Director for WGNS.</p>
WMTS Radio	Marfreesboro Rutherford Co.	July 31, 1968	Mr. Don Jackson	<p>Mr. Don Jackson, News Director for WMTS estimated that this station airs our releases on an average of 3 times daily. Mr. Tom Perryman is Program Director and our releases should be sent to his attention.</p>
WFFJ Radio	Woodbury Cannon Co.	July 31, 1968	Mr. Amon Voiles	<p>Mr. Amon Voiles who is station manager for WFFJ but who also serves as News Director because of a staff shortage told this representative that the station does regularly receive and give</p>

public service airing time to our spot announcements. In the interview with Mr. Voiles he stated that he would be interested in employing a handicapped person in the capacity of radio announcer if such a qualified individual could be located. Experience is desired but not necessary. A beginning salary of \$75 a week was mentioned. This representative plans to consult with counselors of Vocational Rehabilitation regarding this matter.

WSIX Radio

Nashville
Davidson Co.

August 2, 1968

Mr. Charles Scott

Mr. Charles Scott, News Director was not available for interview but this representative did talk to his secretary. She indicated that WSIX Radio does receive and air our releases regularly. Our releases should be mailed to the attention of Miss Jane Ralston.

WSM Radio

Nashville
Davidson Co.

August 2, 1968

Mr. Judd Collins

Mr. Dave Overton, Program Director for WSM Radio indicated that our program is one which WSM does include in their public service air time. He estimated that these are aired at least once daily.

WDCN T.V.

Nashville
Davidson Co.

August 2, 1968

Mr. Robert L. Shepherd

Mr. Shepherd who is general manager for WDCN T.V. and also serves as News Director stated that they do receive and use our releases as often as possible. He also advised that we should mail our releases to Miss Carole Green, Promotion Director for WDCN T.V.

WLAC T.V.

Nashville
Davidson Co.

August 2, 1968

Mr. Bill Jay

Mr. Roy Smith, Director of Operation for WLAC T. V. indicated that this station does receive and air our spot announcements as often as they can. Our releases should be mailed to the attention of Mr. Smith.

WSIX T.V.

Nashville
Davidson Co.

August 2, 1968

Mr. Ken Blackwell

Mr. Blackwell, News Director for WSIX T.V. states that they receive and use our releases regularly. Our releases should be mailed to the attention of Mrs. Brenda Jones.

WSM T.V.

Nashville
Davidson Co.

August 2, 1968

Mr. Judd Collins

Mr. Brad Crandal, Program Director for WSM advised that our releases are regularly received and aired as frequently as possible. Our spot announcements should be mailed to the attention of Mr. Crandal

WJMJ Radio

August 5, 1968

Mr. Perry Gilliam

Mr. Gilliam, News Director of Station WJMJ was not in his office on this date. This representative, did, however, meet with Mrs. Sara Smith, Program Director, and she assured us that the station does use our releases on an average of 3 times daily.

WIAL Radio

August 5, 1968

Mr. Aaron Womble

Mrs. Joan Collins, Program Director For WIAL Radio indicated that as a public service she does program our spot announcements and they are aired at intervals of once or twice daily.

WLIJ Radio

August 5, 1968

Mr. Bill Kellett

Mr. Bill Kellett, News Director for WLIJ Radio stated that our releases are received regularly and aired at least once a week. It is indicated that an effort will be made to air these more frequently. Miss Carolyn Howell is Program Director for WLIJ.

WVOL Radio

August 6, 1968

Mr. Ed Hall

Secretary for Mr. Ed Hall, News Director, verified that our releases are received and aired at least once daily. Mr. Steve Fredricks is Program Director for WVOL.

WLAN Radio

Nashville
Davidson Co.

August 6, 1968

Miss Dot Wright

Miss Wright, who also serves as Program Director for WLAN Radio indicates that our releases are used as often as twice a day and sometimes even more frequently. NOTE: This station is owned by USM.

WJIG Radio

Tullahoma
Coffee Co.

August 6, 1968

Mr. E. B. Jordan

Mr. Jordan, who also is manager of WJIG, told this representative that, to his knowledge, they are not presently receiving our releases. Mr. Jordan was assured that our central office will check to determine whether or not they are on our mailing list, and if not will certainly be added. He indicated that when such releases are received they will be aired. Mrs. Virginia Hyndman is Program Director for WJIG.

WMSR Radio

Manchester
Coffee Co.

August 6, 1968

Mr. Fritz Niggeler

Mr. Niggeler, who serves as Program Director for WMSR verified that this station does air our releases at least on a daily basis. A suggestion was made that our office contact a record company and have a disc prepared for 20-second, 30-second, and 60-second announcements. It was Mr. Niggeler's opinion that a record company might very well do this as a public service and at no expense. He further felt this may well serve as an incentive for radio stations to air our releases more often.

MJLE Radio	Smithville DeKalb Co.	August 7, 1968	Mr. Ken Smith	Station MJLE receives and uses our releases on an average of 2 or 3 times a week.
WSMT Radio	Sparta White Co.	August 7, 1968	Mr. Bill Parsons	Mr. Bill Parsons, News Director for WSMT Radio indicated that he was pleased to work with us in airing our announcements regarding the handicapped. A check of his records revealed that our announcements are aired from 15 to 20 times per month. Mrs. Ivy Hillis is Program Director for WSMT.
WENR Radio	McMinnville Warren Co.	August 7, 1968	Mr. Charles Roney	Mr. Roney, News Director for WENR, who also carries the title of Operations Manager, stated that our announcements are used on an average of once daily.
WBMC Radio	McMinnville Warren Co.	August 7, 1968	Mr. Ben Vaughn	Mr. Vaughn said that this station has for some time now been most active in the utili- zation of our releases. This undoubtedly is much influenced by the fact that Mr. Chick Brown Station Manager of WBMC Radio serves as Coordinator of our program in Warren County.
WAKI Radio	McMinnville Warren Co.	August 7, 1968	Mr. Tom Miller	Station WAKI revealed that our releases are regularly received and frequently aired.

WCLC Radio	Jamestown Fentress Co.	August 8, 1968	Mr. Gene Owens	Mrs. Grace Cravens, Program Director for WCLC Radio stated that they receive and use our releases as often as twice daily. (7 days a week)
WDEB Radio	Jamestown Fentress Co.	August 8, 1968	Mr. John Morcombe	Mrs. Jean Smith, secretary to Mr. Morcombe, stated that they have never received our spot announcements and this is prob- ably due to the fact that this is a relatively new station. It is recommended that WDEB Radio be added to our mailing list with the announcements mailed to the attention of Mrs. Jean Smith.
WAEW Radio	Crossville Cumberland Co.	August 8, 1968	Mr. Bill Walker	WAEW Radio, according to Mr. Bill Walker, News Director, airs our releases as frequently as possible. Mrs. Fairia Brent is General Manager for WAEW Radio and assured this representative that they would continue to par- ticipate in our program.
WCSV Radio	Crossville Cumberland Co.	August 8, 1968	Mr. Mack Johnson	Mr. Mack Johnson stated that this station does not have a News Director as such and he serves as station manager. This is a new station having opened as recently as June 15, 1968 and have not received our releases to date. When added to our mailing list the releases and any other special material should be sent to the attention of Mrs. Lois

Carson to WCSV Radio, P. O.
Box 591, Crossville, Tennessee.
Mr. Johnson commented that they
will be happy to give us all the
public service time we want.

WHUS Radio	Cookeville Putnam Co.	August 9, 1968	Mr. Stacy Mott	Mr. Mott, station manager for WHUS verified that they are receiving and using our spot announcements at least twice daily and frequently more often than that. Mr. Gene Davidson is Program Director for WHUS.
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WPTN Radio	Cookeville Putnam Co.	August 9, 1968	Mr. Larry Nunn	Mr. Larry Nunn, station manager for WPTN and Mr. Bobby Cox, Program Director, stated that our releases are regularly received and aired once in the morning and once in the evening.
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WLIV Radio	Livingston Overton Co.	August 9, 1968	Mr. Harlan Taylor	WLIV Radio, according to Mr. Taylor, News Director, airs our spot announcements as often as possible and cooperate closely with our program. Mr. Taylor also suggested that it would be of great advantage for our central office to provide WLIV with discs which would greatly enhance the airing of our announcements.
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WEPG Radio	South Pittsburg Marion Co.	August 13, 1963	Mr. Eaton P. Govan	Mr. Govan who is also Station Manager for WEPG Radio indicated that this station cooperates with our program, receives our releases on a regular basis and airs them as frequently as possible. The program director is Mrs. Harriett B. Govan.
WKSR Radio	Pulaski Giles Co.	August 14, 1968	Mr. George Martin	WKSR Radio receives and airs our spot announcements on the average of twice daily. Mr. George Martin is Station Manager and Mr. Nate Street is Program Director. Mr. Martin indicated that the station in the past had employed a handicapped person as engineer.
WDXE Radio	Lawrenceburg Lawrence Co.	August 14, 1968	Mr. Phil Kemper	Mr. Phil Kemper who is News Director for WDXE Radio stated that they air our releases at least once daily and are pleased to be part of the program. Mr. Milton D. Griffin is Station Manager for WDXE.
WCDT Radio	Winchester Franklin Co.	August 15, 1968	Mr. L. M. Dawson	Mr. L. M. Dawson who is Station Manager for WCDT Radio indicated that they receive and use our spot announcements at least twice daily. This station has also employed a handicapped person by the name of Mr. Jack Vineyard for several years.

WZYX Radio

Cowan
Franklin Co.

August 15, 1968

Mr. George Merritt

WZYX radio cooperates with the Governor's Committee program by airing our releases two or three times daily. Mr. Joe Brewer is Station Manager.

WEKR Radio

Fayetteville
Lincoln Co.

August 16, 1968

Mr. Ed Chapman

Mr. Ed Chapman, who is Station Manager as well as News Director for WEKR radio, indicated that they regularly receive and air our spot announcements as often as possible.

GOVERNOR'S COMMITTEE ON EMPLOYMENT
OF THE HANDICAPPED
PROGRAM - 1969

It is the purpose of the Tennessee Governor's Committee on Employment of the Handicapped to carry on a continuing year-round program to promote the employment of physically, mentally, emotionally, and otherwise handicapped citizens of the state, by creating state-wide interest in the rehabilitation and employment of the handicapped, and by obtaining and maintaining cooperation with all public and private groups and individuals in this field.

JANUARY

Promote "Ability Counts" writing contest. This contest is open to Jr. and Sr. students in all public, parochial and private high schools in the State. Starting date for this contest is November 1. (See schedule for November) Mail materials to students or schools requesting additional materials.

Appointment of new Governor's Committee members. Field Representatives make the contacts and send names of nominees to our office. Letters are written and sent to the Governor's Office for approval.

Edit and mail Newsletter to total mailing list (approximately 2,500).

Mail Radio and TV spots to each radio and TV station in the State.

Staff meeting - 1st Monday in each month.

FEBRUARY

Writing Contest deadline. Students will have 90 days to prepare their Reports. Beginning date is November 15 and ending date is February 15. Within this period each individual high school will conduct its own contest, judge its own students' Reports and select the one best report from all those written. No later than February 25, the Principal of the school will submit his school's winning Report to the Chairman of the Judging Committee in his Grand Division of the State.

West Tennessee Principals will send their winning Reports to:

Dr. Joseph P. Riggs
Memphis State University
Memphis, Tennessee 38111

Middle Tennessee Principals will send their Winning Reports to:

Dr. Edward Eugene Irwin
Austin Peay State College
Clarksville, Tennessee 37040

East Tennessee Principals will send their Winning Reports to:

Mrs. Anna Lacey
East Tennessee State University
Box 2588
Johnson City, Tennessee 37601

Not later than March 1, the Grand Division Judges, as listed above, will select the two best Reports from those submitted, and will send the names of these two winners and copies of their Reports to Dr. E. B. Eller or someone appointed in this capacity, Chairman, Tennessee Ability Counts Contest, 142 Cordell Hull Building, Nashville, Tennessee, 37219. Dr. Eller will then submit these six by the State Judging Committee. For National competition, the Governor's Committee shall mail, not later than

March 15, Tennessee's First Place Report in quadruplicate to the President's Committee on Employment of the Handicapped in Washington.

Department of Education appoints Judges to determine State Winner.

Arrange Awards Ceremonies honoring the State Winner of the "Ability Counts" writing contest. In addition to ceremony itself, comprehensive publicity should be arranged in Winner's hometown; newspaper, interviews, radio and TV programs, etc.

Newsletters

Radio and TV spots

MARCH

Arrange Regional meetings for Governor's Committee Members covering each of the three Grand Divisions of the State. (The meetings to be held in April) Purpose of these meetings should be two-fold: To motivate Governor's Committee members to greater participation and to provide them with the necessary materials and advice to do the job.

There will be four Regional meetings: Two in East Tennessee; one in Middle; and one in West Tennessee.

APRIL

First two weeks of the month should be devoted to the four regional meetings. The latter part of the month should be devoted to the President's Committee Annual Meeting in Washington. In preparation for this meeting, a list should be prepared of questions and problems to be taken up with appropriate officials in Washington, D.C. Such officials might include Representatives

of the President's Committee, Rehabilitation Services Administration, U. S. Employment Service, Veterans Administration, U. S. Civil Service Commission, etc.

MAY

A promotional campaign should be devised encouraging fullest possible participation in the "Employer of the Year" and "Handicapped Citizen of the Year." Each Coordinator should be asked to submit at least one nomination for "Employer of the Year" and a Handicapped Citizen of the Year, from his County. From these honorees, a State-wide Employer and Citizen of the Year will be selected by a panel of Judges. Closing date July 1.

Newsletter

Radio and TV spots

The month of May will also be used to know your Employer. Field Representatives together with the Governor's Committee members will make personal calls upon Personnel Directors and top management. Purpose: In the interest of the handicapped program and public relations we will endeavor to acquire subcontracts for rehabilitation centers. We plan to sponsor Employer Seminars at the State and Community levels. Most employers want an opportunity like this to present their problems face to face with the Agencies serving the handicapped and learn factually when it is good business to hire the handicapped. Also, they want to explore such areas as the insurance aspects in employment of the handicapped, selective placement techniques, how the handicapped are recruited, evaluated and placed,

so that there is every chance they will turn out to be good employees.

JUNE

Mass Media: Personal contacts with Newspapers, TV and Radio Stations -
Information from the mass media as to Spots, news releases, etc.

Meetings with Coordinators and committees. Training Sessions with local
committees.

JULY

This month should be devoted to the preparation of materials for NEPH
Week.

Field Representatives continue contacts with Mass Media.

AUGUST

This month also should be devoted to the preparation of NEPH Week materials.
Included would be spot announcements for Radio and TV programs - ideas
for broadcast stations, advance press releases, the arranging of articles
in business publications.

Field Representatives start arranging meetings with Civic Clubs for NEPH
Week.

SEPTEMBER

During this month, NEPH Week materials should be distributed both to
Coordinators and to the Mass Media of the State. In addition to distri-
bution of material, an outline should be prepared describing the most
effective uses to which all the materials can be put.

Arrange speakers for NEPH Week.

Signing of Proclamation declaring NEPH Week by Governor.

Copies of Proclamation sent to Mayors across the State for local newspapers.

OCTOBER

NEPH Week occurs in the early part of the month and should be a period of all-out promotional effort: Radio and TV spots, newspaper stories.

If possible, the high-pitch of promotion effort should be maintained throughout October. The latter part of the month should be devoted to letters of appreciation to Radio and TV Stations, newspapers and magazines which have cooperated.

Presentation of Awards

1. Employer of the year.
2. County Handicapped of the Year.
3. Governor's Trophy to State Citizen of the Year.
4. Citation to outstanding Service (Case of the Year).
 1. Vocational Rehabilitation
 2. Rehabilitation for the Blind

NOVEMBER

Start writing contest. Develop brochure, write letters to Principals, English teachers, Superintendent and supervisory teachers.

DECEMBER

Appointment of Governor's Committee members for 1970 - Working with agencies

seeking help in finding the best possible leadership on the local level.

During this month, letters should be written to all Mass Media and to all friends of the handicapped program, thanking them for cooperation during the past year and hoping that cooperation will continue in the years ahead.

OBJECTIVES THAT HAVE NO TIME PERIOD

1. Setting up meetings with Civic Clubs for presentation of Program.
2. Meetings with Governor's Committee Members.
3. Calling upon Agencies in the interest of our Program.
4. Contacts on the local level to assist Agency people when our services are needed.
5. Coordination of total program from Central Office: (201 Capitol Towers)
6. Executive Secretary in the field two days a week assisting Field Representatives.
7. Writing TV and Radio Spots, News Releases.
8. Contacts with industry.
9. Public Relations contact with the Mass Media.
10. Edit and distribute informational material for interpreting NEH programs to the public.
11. Your attention is directed to our Program Guide for a full detailed description of the duties and responsibilities of the Governor's Committee on Employment of the Handicapped.

